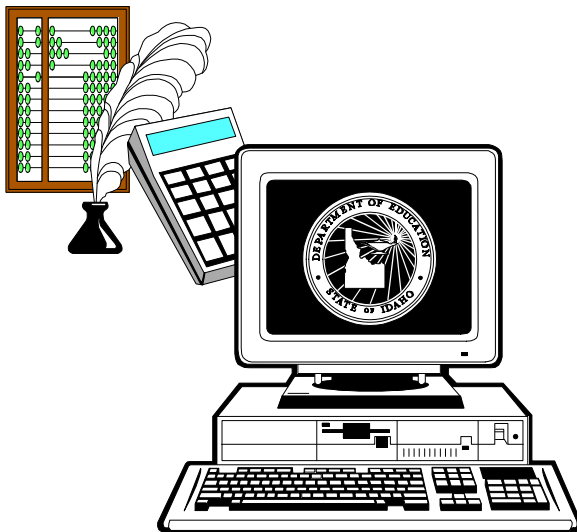


ANNUAL STATISTICAL REPORT

1994-1995



PUBLIC SCHOOL CERTIFIED AND NONCERTIFIED PERSONNEL

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SUPERINTENDENT OF PUBLIC INSTRUCTION

BOISE, ID

ANNUAL STATISTICAL REPORT

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INTRODUCTION

PURPOSE -- This statistical report is designed to provide citizens who affect public education in Idaho -- elected officials, professional educators and the general public -- with some information upon which decisions about educational policy may be based.

SOURCE OF INFORMATION -- This report is based on personnel information submitted by each school district in the fall of 1994. Salary information for both certified and noncertified staff was supplied for the 1994-95 school year.

GROUPINGS OF SCHOOL DISTRICTS BY STUDENT MEMBERSHIP -- In many places in this publication, statistics are reported for school district groups according to student membership size. District membership is defined as the total student enrollment less the total student withdrawal as of the last Friday in September. The five membership groups are: districts with over 5,000 students, districts with 2,500 - 4,999 students, districts with 1,000 - 2,499 students, districts with 500 - 999 students, and districts with 1 - 499 students. See Page 2 of this report for a list of the school districts within each category.

CLASSIFICATION OF PERSONNEL

In the certified employee section of this report, employees are counted by Full Time Equivalent (FTE). Certified employees who were reported as performing more than one activity have been counted according to their FTE in each activity.

Noncertified employees who were reported in more than one activity have been counted by their FTE in each job classification. FTE calculations are based on a 2,080 hour work year for noncertified employees.

Employees who have been reported in both certified and noncertified activities have been counted by their FTE as a certified employee and as a noncertified employee. For example, a teacher who also drives a school bus has been counted as a teacher in the certified section and as a vehicle operator in the noncertified section.

CERTIFIED JOB CLASSIFICATIONS AND ACTIVITY GROUPS

Activities of certified employees are grouped into 19 basic classifications. These classifications, the abbreviations used in the statistical tables, and, in some cases, definitions of the classifications are listed below:

1. Superintendent
2. Assistant Superintendent
3. Director -- Administrator of a district-wide educational program.
4. Supervisor/Coordinator --Educator with responsibility for teachers or courses in a specified subject or service area.
5. Elementary Principal
6. Secondary Principal
7. Assistant Principal
8. Elementary Teacher -- Certified teacher who works with students in grades K-6.
9. Secondary Teacher -- Certified teacher who works with students in grades 7-12.
10. Head Teacher
11. Education Media Generalist -- This category includes Librarians.
12. Counselor
13. Psychological Examiner
14. School Psychologist
15. Speech/Language Pathologist
16. Audiologist
17. School Social Worker
18. School Nurse
19. Occupational/Physical Therapist

For clarity of tabular presentation, these 19 job classifications are sometimes consolidated into the activity groups listed below:

4 ACTIVITY GROUPS

1. District Administration

Superintendents
Assistant Superintendents
Directors
Supervisors/Coordinators

2. School Administration

Elementary Principals
Secondary Principals
Assistant Principals
Head Teachers

3. Student Services

Media Generalists
Counselors
Psychological Examiners
School Psychologists
Speech/Language Pathologist
Audiologists
School Social Workers
School Nurses
Occupational/Physical Therapists

4. Instructional Services

Elementary Teachers
Secondary Teachers

**SCHOOL
DISTRICT
MEMBERSHIP
GROUPS**

SCHOOL DISTRICT MEMBERSHIP GROUPS

1994-1995

The following table lists the 5 membership groups with districts listed in sequence by membership size. In addition, the number of full-time equivalent teachers and the student/teacher (FTE) ratio is shown for each district.

The ratios are computed on the basis of the September 30th student membership (i.e. enrollment with withdrawals deducted). On this basis the statewide student membership is 240,448 pupils. The count of teachers used in computing these ratios are full-time equivalence (FTE) counts (i.e., the percentage of full-time worked by each employee). It should be noted that all teachers are counted including special education and resource room teachers.

RANK (a)	DISTRICT NUMBER (b)	DISTRICT NAME (c)	MEMBERSHIP (d)	NUMBER OF TEACHERS * (FTE) (e)	STUDENT TEACHER RATIO d/e (f)
DISTRICTS WITH OVER 5000 STUDENTS					
1	001	BOISE	26,394	1,409	18.73
2	002	MERIDIAN	17,676	865	20.45
3	025	POCATELLO	13,856	684	20.27
4	091	IDAHO FALLS	11,220	550	20.39
5	131	NAMPA	8,565	410	20.91
6	271	COEUR D'ALENE	8,291	419	19.81
7	093	BONNEVILLE	7,714	387	19.93
8	411	TWIN FALLS	6,995	353	19.84
9	082	BONNER COUNTY	6,139	314	19.56
10	151	CASSIA COUNTY	5,515	278	19.80
11	331	MINIDOKA COUNTY	5,361	274	19.57
12	340	LEWISTON	5,117	289	17.68
12 DISTRICTS		TOTAL	122,843	6,231.18	19.71
DISTRICTS WITH 2,500 - 4,999 STUDENTS					
13	132	CALDWELL	4,878	250.84	19.45
14	055	BLACKFOOT	4,588	235.21	19.51
15	321	MADISON	4,360	210.38	20.72
16	193	MOUNTAIN HOME	4,215	233.61	18.04
17	251	JEFFERSON COUNTY	4,198	190.37	22.05
18	273	POST FALLS	3,861	185.50	20.81
19	272	LAKELAND	3,315	160.88	20.61
20	261	JEROME	3,133	151.27	20.71
21	139	VALLIVUE	2,971	156.31	19.01
22	061	BLAINE COUNTY	2,798	171.86	16.28
23	221	EMMETT	2,760	142.06	19.43
24	281	MOSCOW	2,713	158.90	17.07
25	215	FREMONT COUNTY	2,673	135.25	19.76
26	052	SNAKE RIVER	2,504	120.43	20.79
14 DISTRICTS		TOTAL	48,967	2,502.87	19.56
DISTRICTS WITH 1000 - 2499 STUDENTS					
27	060	SHELLEY	2,397	113.80	21.06
28	003	KUNA	2,358	115.72	20.38
29	201	PRESTON	2,317	110.50	20.97
30	241	GRANGEVILLE	2,111	120.15	17.57
31	134	MIDDLETON	2,013	100.91	19.95
32	371	PAYETTE	1,894	95.83	19.76
33	033	BEAR LAKE COUNTY	1,837	89.87	20.44
34	101	BOUNDARY COUNTY	1,807	92.39	19.56
35	171	OROFINO	1,761	101.87	17.29
36	021	MARSH VALLEY	1,758	92.70	18.96
37	381	AMERICAN FALLS	1,729	92.60	18.67
38	431	WEISER	1,701	86.04	19.77
39	391	KELLOGG	1,655	99.23	16.68
40	322	SUGAR-SALEM	1,597	83.96	19.02
41	412	BUHL	1,550	82.04	18.89
42	150	SODA SPRINGS	1,348	66.77	20.19
43	041	ST. MARIES	1,336	70.04	19.07
44	291	SALMON	1,322	66.00	20.03
45	373	FRUITLAND	1,278	64.92	19.69
46	421	MCCALL-DONNELLY	1,263	69.82	18.09
47	414	KIMBERLY	1,191	63.43	18.78
48	413	FILER	1,190	63.06	18.87
49	231	GOODING	1,189	63.67	18.67
50	370	HOMEDALE	1,187	67.93	17.47
51	401	TETON COUNTY	1,172	62.09	18.88
52	059	FIRTH	1,142	57.32	19.92
53	232	WENDELL	1,072	57.07	18.78
54	058	ABERDEEN	1,033	53.50	19.31
28 DISTRICTS		TOTAL	44,208	2,303.23	19.19

RANK	DISTRICT NUMBER	DISTRICT NAME	MEMBERSHIP	NUMBER OF TEACHERS *	STUDENT TEACHER
(a)	(b)	(c)	(d)	(e)	RATIO d/e (f)
DISTRICTS WITH 500 - 999 STUDENTS					
55	351	ONEIDA	993	56.15	17.68
56	137	PARMA	975	52.62	18.53
57	372	NEW PLYMOUTH	934	52.72	17.72
58	393	WALLACE	849	60.55	14.02
59	253	WEST JEFFERSON	810	45.84	17.67
60	252	RIRIE	792	38.86	20.38
61	192	GLENNS FERRY	726	40.54	17.91
62	111	BUTTE COUNTY	710	43.17	16.45
63	136	MELBA	709	42.06	16.86
64	262	VALLEY	709	38.32	18.50
65	363	MARSING	706	41.26	17.11
66	286	WHITEPINE	697	46.66	14.94
67	285	POTLATCH	676	37.58	17.99
68	148	GRACE	666	39.60	16.82
69	304	KAMIAH	659	39.32	16.76
70	181	CHALLIS	652	38.40	16.98
71	202	WEST SIDE	622	35.48	17.53
72	365	BRUNEAU-GRANDVIEW	621	37.74	16.45
73	044	PLUMMER-WORLEY	552	38.78	14.23
74	341	LAPWAI	537	38.64	13.90
75	242	COTTONWOOD	533	33.08	16.11
76	133	WILDER	503	34.86	14.43
22 DISTRICTS		TOTAL	15,631	932.23	16.77
DISTRICTS WITH 1 - 499 STUDENTS					
77	312	SHOSHONE	450	28.91	15.57
78	233	HAGERMAN	428	23.75	18.02
79	422	CASCADE	424	25.32	16.75
80	013	COUNCIL	418	28.56	14.64
81	415	HANSEN	379	24.50	15.47
82	283	KENDRICK	375	24.03	15.61
83	135	NOTUS	366	22.30	16.41
84	305	HIGHLAND	334	21.90	15.25
85	282	GENESEE	318	21.40	14.86
86	071	GARDEN VALLEY	314	20.96	14.98
87	073	HORSESHOE BEND	314	23.00	13.65
88	182	MACKAY	314	17.70	17.74
89	417	CASTLEFORD	309	21.17	14.60
90	274	KOOTENAI	308	20.60	14.95
91	072	BASIN	300	16.00	18.75
92	418	MURTAUGH	298	21.32	13.98
93	432	CAMBRIDGE	297	20.99	14.15
94	011	MEADOWS VALLEY	257	17.64	14.57
95	314	DIETRICH	232	19.41	11.95
96	342	CULDESAC	228	16.50	13.82
97	161	CLARK COUNTY	227	17.60	12.90
98	392	MULLAN	220	17.92	12.28
99	149	NORTH GEM	218	17.71	12.31
100	316	RICHFIELD	218	18.55	11.75
101	302	NEZ PERCE	216	16.66	12.97
102	121	CAMAS COUNTY	209	16.30	12.82
103	234	BLISS	181	17.49	10.35
104	382	ROCKLAND	173	14.22	12.17
105	292	SOUTH LEMHI	157	15.66	10.03
106	092	SWAN VALLEY	104	5.15	20.19
107	433	MIDVALE	96	14.00	6.86
108	394	AVERY	44	4.60	9.57
109	364	PLEASANT VALLEY	29	2.00	14.50
110	383	ARBON ELEMENTARY	21	2.00	10.50
111	416	THREE CREEK	12	1.00	12.00
112	191	PRAIRIE ELEMENTARY	11	1.00	11.00
36 DISTRICTS		TOTAL	8,799	617.82	14.24
112 DISTRICTS		STATEWIDE TOTALS	240,448	12,587.33	19.1

* "Number of Teachers" in this report includes Head Teachers.

CERTIFIED

STAFF

TABLES

NUMBER AND PERCENTAGE OF CERTIFIED EMPLOYEES

*** STATEWIDE SUMMARY ***

1994-1995

ACTIVITY CLASSIFICATIONS	FTE EMPLOYEE TOTAL	FTE NUMBER MEN	FTE NUMBER WOMEN	% MEN IN ACTIVITY (b)/(a) (d)	% WOMEN IN ACTIVITY (c)/(a) (e)	% CERT. EMPLOYEES (a)/Total Cert.Staff (f)
19 ACTIVITY CLASSIFICATIONS						
SUPERINTENDENT	96.68	93.18	3.50	96.38%	3.62%	0.66%
ASST. SUPERINTENDENT	24.65	20.00	4.65	81.14%	18.86%	0.17%
DIRECTOR	113.46	70.65	42.81	62.27%	37.73%	0.78%
SUPERVISOR/COORDINATOR	88.15	54.58	33.57	61.92%	38.08%	0.60%
PRINCIPAL-ELEMENTARY	274.94	172.41	102.53	62.71%	37.29%	1.89%
PRINCIPAL-SECONDARY	197.51	172.17	25.34	87.17%	12.83%	1.36%
ASSISTANT PRINCIPAL	155.48	119.34	36.14	76.76%	23.24%	1.07%
TEACHER-ELEMENTARY	6,473.77	789.90	5,683.87	12.20%	87.80%	44.43%
TEACHER-SECONDARY	6,108.42	3,031.67	3,076.75	49.63%	50.37%	41.92%
HEAD TEACHER	5.14	0.64	4.50	12.45%	87.55%	0.04%
EDUCATION MEDIA GENERALIST	180.25	32.74	147.51	18.16%	81.84%	1.24%
COUNSELOR	477.98	189.85	288.13	39.72%	60.28%	3.28%
PSYCHOLOGICAL EXAMINER	7.96	4.03	3.93	50.63%	49.37%	0.05%
SCHOOL PSYCHOLOGIST	107.30	57.06	50.24	53.18%	46.82%	0.74%
SPEECH/LANGUAGE PATHOLOGIST	146.04	11.08	134.96	7.59%	92.41%	1.00%
AUDIOLOGIST	5.63	3.00	2.63	53.29%	46.71%	0.04%
SCHOOL SOCIAL WORKER	39.61	17.06	22.55	43.07%	56.93%	0.27%
SCHOOL NURSE	60.52	0.00	60.52	0.00%	100.00%	0.42%
OCCUPATIONAL/PHYSICAL THERAPIST	8.07	0.22	7.85	2.73%	97.27%	0.06%
TOTAL	14,571.56	4,839.58	9,731.98	33.21%	66.79%	100%

ACTIVITY GROUPS	FTE EMPLOYEE TOTAL	FTE NUMBER MEN	FTE NUMBER WOMEN	% MEN IN ACTIVITY (b)/(a) (d)	% WOMEN IN ACTIVITY (c)/(a) (e)	% CERT. EMPLOYEES (a)/Total Cert.Staff (f)
4 ACTIVITY GROUPS						
DISTRICT ADMINISTRATION	322.94	238.41	84.53	73.82%	26.18%	2.22%
SCHOOL ADMINISTRATION	633.07	464.56	168.51	73.38%	26.62%	4.34%
STUDENT SERVICES	1,033.36	315.04	718.32	30.49%	69.51%	7.09%
INSTRUCTIONAL SERVICES	12,582.19	3,821.57	8,760.62	30.37%	69.63%	86.35%
TOTAL	14,571.56	4,839.58	9,731.98	33.21%	66.79%	100%

**NUMBER AND PERCENTAGE OF CERTIFIED EMPLOYEES
19 ACTIVITY CLASSIFICATIONS IN FIVE MEMBERSHIP GROUPS**
1994-95

ACTIVITY CLASSIFICATIONS	STATEWIDE TOTALS (112 DISTRICTS)		DISTRICTS WITH 5,000+ STUDENTS (12 DISTRICTS)		DISTRICTS WITH 2,500-4,999 STUDENTS (14 DISTRICTS)	
	F.T.E.	% OF CERT. STAFF	F.T.E.	% OF CERT. STAFF	F.T.E.	% OF CERT. STAFF
19 ACTIVITY CLASSIFICATIONS						
SUPERINTENDENT	96.68	0.66%	12.00	0.08%	14.00	0.10%
ASST. SUPERINTENDENT	24.65	0.17%	14.00	0.10%	8.65	0.06%
DIRECTOR	113.46	0.78%	40.06	0.27%	33.28	0.23%
SUPERVISOR/COORDINATOR	88.15	0.60%	65.73	0.45%	9.74	0.07%
PRINCIPAL-ELEMENTARY	274.94	1.89%	136.48	0.94%	56.00	0.38%
PRINCIPAL-SECONDARY	197.51	1.36%	65.51	0.45%	33.00	0.23%
ASSISTANT PRINCIPAL	155.48	1.07%	106.79	0.73%	33.31	0.23%
TEACHER-ELEMENTARY	6,473.77	44.43%	3,267.64	22.42%	1,326.70	9.10%
TEACHER-SECONDARY	6,108.42	41.92%	2,963.27	20.34%	1,175.79	8.07%
HEAD TEACHER	5.14	0.04%	0.27	0.00%	0.38	0.00%
EDUCATION MEDIA GENERALIST	180.25	1.24%	65.86	0.45%	32.07	0.22%
COUNSELOR	477.98	3.28%	236.32	1.62%	93.15	0.64%
PSYCHOLOGICAL EXAMINER	7.96	0.05%	4.00	0.03%	0.84	0.01%
SCHOOL PSYCHOLOGIST	107.30	0.74%	55.07	0.38%	23.92	0.16%
SPEECH/LANGUAGE PATHOLOGIST	146.04	1.00%	79.77	0.55%	26.95	0.18%
AUDIOLOGIST	5.63	0.04%	4.96	0.03%	0.67	0.00%
SCHOOL SOCIAL WORKER	39.61	0.27%	27.83	0.19%	8.00	0.05%
SCHOOL NURSE	60.52	0.42%	45.74	0.31%	6.50	0.04%
OCCUPATIONAL/PHYSICAL THERAPIST	8.07	0.06%	5.80	0.04%	0.85	0.01%
DISTRICT ADMINISTRATION	322.94	2.22%	131.79	0.90%	65.67	0.45%
SCHOOL ADMINISTRATION	633.07	4.34%	309.05	2.12%	122.69	0.84%
STUDENT SERVICES	1,033.36	7.09%	525.35	3.61%	192.95	1.32%
INSTRUCTIONAL SERVICES	12,582.19	86.35%	6,230.91	42.76%	2,502.49	17.17%
TOTAL	14,571.56	100.00%	7,197.10	49.39%	2,883.80	19.79%

ACTIVITY CLASSIFICATIONS	DISTRICTS WITH 1,000-2,499 STUDENTS (28 DISTRICTS)		DISTRICTS WITH 500-999 STUDENTS (22 DISTRICTS)		DISTRICTS WITH 1-499 STUDENTS (36 DISTRICTS)	
	F.T.E.	% OF CERT. STAFF	F.T.E.	% OF CERT. STAFF	F.T.E.	% OF CERT. STAFF
19 ACTIVITY CLASSIFICATIONS						
SUPERINTENDENT	28.00	0.19%	19.99	0.14%	22.69	0.16%
ASST. SUPERINTENDENT	1.00	0.01%	1.00	0.01%	0.00	0.00%
DIRECTOR	24.65	0.17%	11.10	0.08%	4.37	0.03%
SUPERVISOR/COORDINATOR	8.05	0.06%	4.30	0.03%	0.33	0.00%
PRINCIPAL-ELEMENTARY	47.06	0.32%	23.37	0.16%	12.03	0.08%
PRINCIPAL-SECONDARY	53.58	0.37%	27.59	0.19%	17.83	0.12%
ASSISTANT PRINCIPAL	13.72	0.09%	1.16	0.01%	0.50	0.00%
TEACHER-ELEMENTARY	1,126.53	7.73%	453.12	3.11%	299.78	2.06%
TEACHER-SECONDARY	1,175.78	8.07%	477.37	3.28%	316.21	2.17%
HEAD TEACHER	0.92	0.01%	1.74	0.01%	1.83	0.01%
EDUCATION MEDIA GENERALIST	47.63	0.33%	18.54	0.13%	16.15	0.11%
COUNSELOR	86.85	0.60%	36.17	0.25%	25.49	0.17%
PSYCHOLOGICAL EXAMINER	1.00	0.01%	1.86	0.01%	0.46	0.00%
SCHOOL PSYCHOLOGIST	17.99	0.12%	6.81	0.05%	3.51	0.02%
SPEECH/LANGUAGE PATHOLOGIST	25.27	0.17%	8.40	0.06%	5.65	0.04%
AUDIOLOGIST	0.00	0.00%	0.00	0.00%	0.00	0.00%
SCHOOL SOCIAL WORKER	2.00	0.01%	1.45	0.01%	0.33	0.00%
SCHOOL NURSE	6.21	0.04%	2.07	0.01%	0.00	0.00%
OCCUPATIONAL/PHYSICAL THERAPIST	0.00	0.00%	1.00	0.01%	0.42	0.00%
DISTRICT ADMINISTRATION	61.70	0.42%	36.39	0.25%	27.39	0.19%
SCHOOL ADMINISTRATION	115.28	0.79%	53.86	0.37%	32.19	0.22%
STUDENT SERVICES	186.95	1.28%	76.10	0.52%	52.01	0.36%
INSTRUCTIONAL SERVICES	2,302.31	15.80%	930.49	6.39%	615.99	4.23%
TOTAL	2,666.24	18.30%	1,096.84	7.53%	727.58	4.99%

NOTE: The "% OF CERT. STAFF" is calculated by dividing the individual activity "FTE" by 14,571.56; the statewide total FTE.

CERTIFIED STAFF SALARIES

***** STATEWIDE SUMMARY *****

1994-1995

ACTIVITY CLASSIFICATIONS	ACTUAL EMPLOYEE TOTAL (a)	FTE EMPLOYEE TOTAL (b)	TOTAL BASE SALARIES * (c)	FTE AVERAGE SALARY (c)/(b) (d)
19 ACTIVITY CLASSIFICATIONS				
SUPERINTENDENT	107	96.68	\$5,877,455	\$60,793
ASST. SUPERINTENDENT	25	24.65	1,542,154	62,562
DIRECTOR	186	113.46	5,342,604	47,088
SUPERVISOR/COORDINATOR	121	88.15	4,069,808	46,169
PRINCIPAL-ELEMENTARY	293	274.94	13,295,887	48,359
PRINCIPAL-SECONDARY	210	197.51	10,009,892	50,680
ASSISTANT PRINCIPAL	176	155.48	7,241,955	46,578
TEACHER-ELEMENTARY	6,952	6,473.77	192,007,187	29,659
TEACHER-SECONDARY	6,740	6,108.42	182,735,713	29,915
HEAD TEACHER	17	5.14	164,724	32,047
EDUCATION MEDIA GENERALIST	211	180.25	5,849,373	32,451
COUNSELOR	520	477.98	16,494,341	34,508
PSYCHOLOGICAL EXAMINER	12	7.96	319,180	40,098
SCHOOL PSYCHOLOGIST	137	107.30	3,958,815	36,895
SPEECH/LANGUAGE PATHOLOGIST	184	146.04	4,825,271	33,041
AUDIOLOGIST	8	5.63	178,780	31,755
SCHOOL SOCIAL WORKER	43	39.61	1,368,120	34,540
SCHOOL NURSE	67	60.52	1,676,826	27,707
OCCUPATIONAL/PHYSICAL THERAPIST	10	8.07	273,697	33,915
TOTAL	16,019	14,571.56	\$457,231,782	\$31,378

ACTIVITY CLASSIFICATIONS	ACTUAL EMPLOYEE TOTAL (a)	FTE EMPLOYEE TOTAL (b)	TOTAL BASE SALARIES * (c)	FTE AVERAGE SALARY (c)/(b) (d)
4 ACTIVITY GROUPS				
DISTRICT ADMINISTRATION	439	322.94	\$16,832,021	\$52,121
SCHOOL ADMINISTRATION	696	633.07	30,712,458	48,514
STUDENT SERVICES	1,192	1,033.36	34,944,403	33,816
INSTRUCTIONAL SERVICES	13,692	12,582.19	374,742,900	29,784
TOTAL	16,019	14,571.56	\$457,231,782	\$31,378

* Base salary excludes extra pay.

CERTIFIED STAFF SALARIES

*** STATEWIDE SUMMARY ***

1994-1995

ACTIVITY CLASSIFICATIONS	TOTAL BASE SALARY + EXTRA PAY (a)	FTE # MEN (b)	FTE # WOMEN (c)	AVERAGE BASE SALARY			AVERAGE SALARY + EXTRA PAY		
				ALL	MEN	WOMEN	ALL	MEN	WOMEN
				(d)	(e)	(f)	(g)	(h)	(i)
19 ACTIVITY CLASSIFICATIONS									
SUPERINTENDENT	\$5,907,486	93.18	3.50	\$60,793	\$60,813	\$60,253	\$61,103	\$61,135	\$60,253
ASST. SUPERINTENDENT	1,564,596	20.00	4.65	62,562	64,104	55,930	63,472	65,226	55,930
DIRECTOR	5,510,821	70.65	42.81	47,088	48,388	44,943	48,571	50,275	45,757
SUPERVISOR/COORDINATOR	4,160,541	54.58	33.57	46,169	48,320	42,672	47,198	49,381	43,650
PRINCIPAL-ELEMENTARY	13,454,585	172.41	102.53	48,359	48,483	48,151	48,936	49,095	48,669
PRINCIPAL-SECONDARY	10,221,116	172.17	25.34	50,680	50,422	52,437	51,750	51,631	52,557
ASSISTANT PRINCIPAL	7,313,265	119.34	36.14	46,578	47,175	44,606	47,037	47,674	44,933
TEACHER-ELEMENTARY	193,734,542	789.90	5,683.87	29,659	30,063	29,603	29,926	30,815	29,803
TEACHER-SECONDARY	190,943,874	3,031.67	3,076.75	29,915	30,606	29,234	31,259	32,573	29,964
HEAD TEACHER	174,986	0.64	4.50	32,047	30,947	32,204	34,044	34,261	34,013
EDUCATION MEDIA GENERALIST	5,961,217	32.74	147.51	32,451	33,906	32,129	33,072	35,113	32,619
COUNSELOR	17,016,956	189.85	288.13	34,508	35,304	33,984	35,602	36,870	34,767
PSYCHOLOGICAL EXAMINER	321,433	4.03	3.93	40,098	40,481	39,705	40,381	41,040	39,705
SCHOOL PSYCHOLOGIST	4,118,999	57.06	50.24	36,895	38,100	35,526	38,388	39,832	36,748
SPEECH/LANGUAGE PATHOLOGIST	4,929,328	11.08	134.96	33,041	39,214	32,534	33,753	40,875	33,169
AUDIOLOGIST	180,775	3.00	2.63	31,755	35,198	27,828	32,109	35,398	28,358
SCHOOL SOCIAL WORKER	1,383,415	17.06	22.55	34,540	34,891	34,274	34,926	35,313	34,633
SCHOOL NURSE	1,684,261	0.00	60.52	27,707	0	27,707	27,830	0	27,830
OCCUPATIONAL/PHYSICAL THERAPIST	276,504	0.22	7.85	33,915	41,077	33,715	34,263	42,159	34,042
TOTALS	\$468,858,700	4,839.58	9,731.98						
4 ACTIVITY GROUPS									
DISTRICT ADMINISTRATION	\$17,143,444	238.41	84.53	\$52,121	\$54,547	\$45,280	\$53,086	\$55,569	\$46,080
SCHOOL ADMINISTRATION	31,163,952	464.56	168.51	48,514	48,841	47,610	49,227	49,650	48,061
STUDENT SERVICES	35,872,888	315.04	718.32	33,816	35,849	32,925	34,715	37,323	33,571
INSTRUCTIONAL SERVICES	384,678,416	3,821.57	8,760.62	29,784	30,494	29,474	30,573	32,210	29,859

CERTIFIED STAFF SALARIES

SCHOOL DISTRICTS WITH MEMBERSHIP OF 5,000 OR MORE STUDENTS (12 DISTRICTS)

1994-1995

ACTIVITY CLASSIFICATIONS	TOTAL BASE SALARY + EXTRA PAY (a)	FTE # MEN (b)	FTE # WOMEN (c)	AVERAGE BASE SALARY			AVERAGE SALARY + EXTRA PAY		
				ALL (d)	MEN (e)	WOMEN (f)	ALL (g)	MEN (h)	WOMEN (i)
19 ACTIVITY CLASSIFICATIONS									
SUPERINTENDENT	\$894,394	11.00	1.00	\$74,377	\$74,373	\$74,414	\$74,533	\$74,544	\$74,414
ASST. SUPERINTENDENT	957,384	13.00	1.00	67,067	66,926	68,900	68,385	68,345	68,900
DIRECTOR	2,296,513	28.30	11.76	56,700	56,522	57,128	57,327	57,219	57,587
SUPERVISOR/COORDINATOR	3,228,036	40.26	25.47	48,563	50,991	44,726	49,111	51,330	45,603
PRINCIPAL-ELEMENTARY	7,006,087	73.48	63.00	50,923	51,528	50,216	51,334	51,888	50,688
PRINCIPAL-SECONDARY	3,704,987	51.00	14.51	55,453	55,331	55,879	56,556	56,749	55,879
ASSISTANT PRINCIPAL	5,096,227	79.07	27.72	47,298	48,154	44,858	47,722	48,615	45,173
TEACHER-ELEMENTARY	100,370,307	349.78	2917.86	30,585	31,531	30,471	30,716	32,131	30,547
TEACHER-SECONDARY	93,916,096	1364.97	1598.30	30,545	31,582	29,660	31,693	33,390	30,244
HEAD TEACHER	7,487	0.00	0.27	27,730	0	27,730	27,730	0	27,730
EDUCATION MEDIA GENERALIST	2,301,836	9.00	56.86	34,424	36,233	34,137	34,950	37,677	34,519
COUNSELOR	8,736,213	81.56	154.76	36,061	37,164	35,480	36,968	38,406	36,210
PSYCHOLOGICAL EXAMINER	174,507	1.00	3.00	43,627	48,517	41,997	43,627	48,517	41,997
SCHOOL PSYCHOLOGIST	2,214,774	27.21	27.86	39,111	40,633	37,624	40,217	41,459	39,005
SPEECH/LANGUAGE PATHOLOGIST	2,722,004	5.00	74.77	33,348	41,555	32,799	34,123	42,035	33,594
AUDIOLOGIST	164,138	3.00	1.96	32,690	35,198	28,852	33,092	35,398	29,564
SCHOOL SOCIAL WORKER	991,594	10.83	17.00	35,348	35,978	34,947	35,630	36,133	35,310
SCHOOL NURSE	1,325,972	0.00	45.74	28,836	0	28,836	28,989	0	28,989
OCCUPATIONAL/PHYSICAL THERAPIST	195,237	0.00	5.80	33,662	0	33,662	33,662	0	33,662
TOTALS	\$236,303,793	2,148.46	5,048.64						
4 ACTIVITY GROUPS									
DISTRICT ADMINISTRATION	\$7,376,327	92.56	39.23	\$55,353	\$57,699	\$49,817	\$55,970	\$58,279	\$50,524
SCHOOL ADMINISTRATION	15,814,788	203.55	105.50	50,610	51,170	49,530	51,172	51,835	49,894
STUDENT SERVICES	18,826,275	137.60	387.75	35,096	37,895	34,103	35,836	38,923	34,740
INSTRUCTIONAL SERVICES	194,286,403	1,714.75	4,516.16	30,566	31,572	30,184	31,181	33,133	30,440

CERTIFIED STAFF SALARIES

SCHOOL DISTRICTS WITH MEMBERSHIP OF 2,500 - 4,999 STUDENTS (14 DISTRICTS)

1994-1995

ACTIVITY CLASSIFICATIONS	TOTAL BASE SALARY + EXTRA PAY (a)	FTE # MEN (b)	FTE # WOMEN (c)	AVERAGE BASE SALARY			AVERAGE SALARY + EXTRA PAY		
				ALL	MEN	WOMEN	ALL	MEN	WOMEN
				(d)	(e)	(f)	(g)	(h)	(i)
19 ACTIVITY CLASSIFICATIONS									
SUPERINTENDENT	\$959,643	14.00	0.00	\$68,401	\$68,401	\$0	\$68,546	\$68,546	\$0
ASST. SUPERINTENDENT	506,872	7.00	1.65	58,136	58,863	55,052	58,598	59,434	55,052
DIRECTOR	1,524,305	17.94	15.34	43,836	45,276	42,151	45,802	48,400	42,764
SUPERVISOR/COORDINATOR	449,796	7.56	2.18	41,822	43,852	34,783	46,180	48,619	37,724
PRINCIPAL-ELEMENTARY	2,707,682	38.00	18.00	47,184	47,268	47,007	48,351	48,545	47,943
PRINCIPAL-SECONDARY	1,772,681	29.00	4.00	52,100	52,425	49,746	53,718	54,224	50,046
ASSISTANT PRINCIPAL	1,556,724	27.80	5.51	46,384	46,781	44,384	46,734	47,091	44,937
TEACHER-ELEMENTARY	39,933,049	157.64	1,169.06	29,676	29,762	29,664	30,100	30,522	30,043
TEACHER-SECONDARY	37,469,617	588.89	586.90	30,455	31,046	29,861	31,868	33,018	30,714
HEAD TEACHER	11,969	0.00	0.38	30,321	0	30,321	31,497	0	31,497
EDUCATION MEDIA GENERALIST	1,138,785	6.00	26.07	34,789	36,318	34,437	35,509	38,035	34,928
COUNSELOR	3,433,614	41.65	51.50	35,438	36,747	34,379	36,861	38,477	35,554
PSYCHOLOGICAL EXAMINER	24,770	0.00	0.84	29,488	0	29,488	29,488	0	29,488
SCHOOL PSYCHOLOGIST	865,781	10.43	13.49	34,234	37,019	32,080	36,195	39,895	33,334
SPEECH/LANGUAGE PATHOLOGIST	927,676	3.32	23.63	33,516	36,400	33,111	34,422	41,183	33,472
AUDIOLOGIST	16,637	0.00	0.67	24,831	0	24,831	24,831	0	24,831
SCHOOL SOCIAL WORKER	284,859	5.00	3.00	35,015	34,028	36,658	35,607	34,765	37,011
SCHOOL NURSE	159,425	0.00	6.50	24,464	0	24,464	24,527	0	24,527
OCCUPATIONAL/PHYSICAL THERAPIST	35,939	0.00	0.85	39,955	0	39,955	42,281	0	42,281
TOTALS	\$93,779,824	954.23	1,929.57						
4 ACTIVITY GROUPS									
DISTRICT ADMINISTRATION	\$3,440,616	46.50	19.17	\$50,658	\$54,052	\$42,423	\$52,393	\$56,162	\$43,249
SCHOOL ADMINISTRATION	6,049,056	94.80	27.89	48,237	48,703	46,654	49,304	49,856	47,427
STUDENT SERVICES	6,887,486	66.40	126.55	34,482	36,529	33,408	35,696	38,516	34,216
INSTRUCTIONAL SERVICES	77,402,666	746.53	1,755.96	30,042	30,775	29,730	30,930	32,491	30,267

CERTIFIED STAFF SALARIES

SCHOOL DISTRICTS WITH MEMBERSHIP OF 1,000 - 2,499 STUDENTS (28 DISTRICTS)

1994-95

ACTIVITY CLASSIFICATIONS	TOTAL BASE SALARY + EXTRA PAY (a)	FTE # MEN (b)	FTE # WOMEN (c)	AVERAGE BASE SALARY			AVERAGE SALARY + EXTRA PAY		
				ALL	MEN	WOMEN	ALL	MEN	WOMEN
				(d)	(e)	(f)	(g)	(h)	(i)
19 ACTIVITY CLASSIFICATIONS									
SUPERINTENDENT	\$1,729,316	27.00	1.00	\$61,420	\$61,584	\$57,000	\$61,761	\$61,938	\$57,000
ASST. SUPERINTENDENT	64,340	0.00	1.00	64,340	0	64,340	64,340	0	64,340
DIRECTOR	1,055,128	15.93	8.72	40,874	40,615	41,347	42,804	43,219	42,047
SUPERVISOR/COORDINATOR	314,244	4.21	3.84	38,306	38,008	38,632	39,037	39,118	38,947
PRINCIPAL-ELEMENTARY	2,179,624	34.36	12.70	46,056	46,804	44,030	46,316	47,113	44,159
PRINCIPAL-SECONDARY	2,672,762	50.08	3.50	49,159	49,148	49,314	49,884	49,887	49,839
ASSISTANT PRINCIPAL	587,092	11.47	2.25	41,931	42,053	41,309	42,791	43,082	41,309
TEACHER-ELEMENTARY	32,258,701	140.98	985.55	28,413	28,672	28,376	28,635	29,411	28,524
TEACHER-SECONDARY	35,801,036	637.76	538.02	28,939	29,472	28,306	30,449	31,626	29,054
HEAD TEACHER	35,712	0.00	0.92	36,743	0	36,743	38,817	0	38,817
EDUCATION MEDIA GENERALIST	1,462,916	10.24	37.39	30,104	32,059	29,569	30,714	33,334	29,997
COUNSELOR	2,870,203	34.64	52.21	31,830	33,945	30,426	33,048	36,029	31,070
PSYCHOLOGICAL EXAMINER	40,803	1.00	0.00	40,803	40,803	0	40,803	40,803	0
SCHOOL PSYCHOLOGIST	668,604	12.04	5.95	35,146	35,137	35,166	37,165	37,884	35,711
SPEECH/LANGUAGE PATHOLOGIST	845,206	1.60	23.67	32,950	35,011	32,811	33,447	35,011	33,341
AUDIOLOGIST	0	0.00	0.00	0	0	0	0	0	0
SCHOOL SOCIAL WORKER	55,559	0.00	2.00	27,347	0	27,347	27,780	0	27,780
SCHOOL NURSE	149,305	0.00	6.21	24,043	0	24,043	24,043	0	24,043
OCCUPATIONAL/PHYSICAL THERAPIST	0	0.00	0.00	0	0	0	0	0	0
TOTALS	\$82,790,551	981.31	1,684.93						
4 ACTIVITY GROUPS									
DISTRICT ADMINISTRATION	\$3,163,028	47.14	14.56	\$50,243	\$52,392	\$43,285	\$51,265	\$53,574	\$43,788
SCHOOL ADMINISTRATION	5,475,190	95.91	19.37	46,933	47,460	44,323	47,495	48,079	44,600
STUDENT SERVICES	6,092,596	59.52	127.43	31,602	34,005	30,480	32,589	35,993	30,999
INSTRUCTIONAL SERVICES	68,059,737	778.74	1,523.57	28,681	29,328	28,351	29,561	31,225	28,711

CERTIFIED STAFF SALARIES
SCHOOL DISTRICTS WITH MEMBERSHIP OF 500 - 999 STUDENTS (22 DISTRICTS)

1994-1995

ACTIVITY CLASSIFICATIONS	TOTAL BASE SALARY + EXTRA PAY (a)	FTE # MEN (b)	FTE # WOMEN (c)	AVERAGE BASE SALARY			AVERAGE SALARY + EXTRA PAY		
				ALL	MEN	WOMEN	ALL	MEN	WOMEN
				(d)	(e)	(f)	(g)	(h)	(i)
19 ACTIVITY CLASSIFICATIONS									
SUPERINTENDENT	\$1,129,963	18.99	1.00	\$56,102	\$56,213	\$54,000	\$56,526	\$56,659	\$54,000
ASST. SUPERINTENDENT	36,000	0.00	1.00	36,000	0	36,000	36,000	0	36,000
DIRECTOR	486,003	6.83	4.27	41,952	44,689	37,573	43,784	46,325	39,720
SUPERVISOR/COORDINATOR	149,323	2.22	2.08	33,227	33,213	33,242	34,726	34,815	34,631
PRINCIPAL-ELEMENTARY	1,037,523	16.87	6.50	43,719	43,860	43,353	44,396	44,624	43,802
PRINCIPAL-SECONDARY	1,278,639	25.26	2.33	45,209	45,226	45,024	46,344	46,466	45,024
ASSISTANT PRINCIPAL	47,752	1.00	0.16	38,933	39,514	35,300	41,166	42,104	35,300
TEACHER-ELEMENTARY	12,915,574	79.65	373.47	27,819	28,548	27,663	28,504	29,734	28,241
TEACHER-SECONDARY	14,531,543	269.48	207.89	28,575	29,027	27,989	30,441	31,299	29,329
HEAD TEACHER	61,129	0.31	1.43	31,749	25,787	33,041	35,132	32,306	35,744
EDUCATION MEDIA GENERALIST	569,042	1.80	16.74	29,503	36,238	28,779	30,693	37,612	29,949
COUNSELOR	1,173,343	19.51	16.66	30,917	30,516	31,387	32,440	32,691	32,145
PSYCHOLOGICAL EXAMINER	61,508	1.66	0.00	35,696	35,696	0	37,053	37,053	0
SCHOOL PSYCHOLOGIST	249,744	4.91	1.90	34,515	35,127	32,933	36,673	37,645	34,163
SPEECH/LANGUAGE PATHOLOGIST	257,978	0.91	7.49	30,410	40,659	29,164	30,712	40,797	29,486
AUDIOLOGIST	0	0.00	0.00	0	0	0	0	0	0
SCHOOL SOCIAL WORKER	43,550	0.90	0.55	28,772	30,677	25,656	30,034	32,710	25,656
SCHOOL NURSE	49,559	0.00	2.07	23,942	0	23,942	23,942	0	23,942
OCCUPATIONAL/PHYSICAL THERAPIST	29,338	0.00	1.00	28,746	0	28,746	29,338	0	29,338
TOTALS	\$34,107,511	450.30	646.54						
4 ACTIVITY GROUPS									
DISTRICT ADMINISTRATION	1,801,289.00	28.04	8.35	48,531.00	51,585.00	38,273.00	49,500.00	52,413.00	39,717.00
SCHOOL ADMINISTRATION	2,425,043	43.44	10.42	43,992	44,425	42,188	45,025	45,549	42,839
STUDENT SERVICES	2,434,062	29.69	46.41	30,684	32,231	29,694	31,985	34,302	30,503
INSTRUCTIONAL SERVICES	27,447,117	349.13	581.36	28,207	28,918	27,780	29,497	30,942	28,630

CERTIFIED STAFF SALARIES

SCHOOL DISTRICTS WITH MEMBERSHIP OF 1 - 499 STUDENTS (36 DISTRICTS)

1994-1995

ACTIVITY CLASSIFICATIONS	TOTAL BASE SALARY + EXTRA PAY (a)	FTE # MEN (b)	FTE # WOMEN (c)	AVERAGE BASE SALARY			AVERAGE SALARY + EXTRA PAY		
				ALL	MEN	WOMEN	ALL	MEN	WOMEN
				(d)	(e)	(f)	(g)	(h)	(i)
19 ACTIVITY CLASSIFICATIONS									
SUPERINTENDENT	\$1,194,170	22.19	0.50	\$52,273	\$52,303	\$50,940	\$52,630	\$52,668	\$50,940
ASST. SUPERINTENDENT	0	0.00	0.00	0	0	0	0	0	0
DIRECTOR	148,872	1.65	2.72	31,840	33,043	31,111	34,067	36,048	32,865
SUPERVISOR/COORDINATOR	19,142	0.33	0.00	58,006	58,006	0	58,006	58,006	0
PRINCIPAL-ELEMENTARY	523,669	9.70	2.33	42,776	44,164	36,997	43,530	44,893	37,855
PRINCIPAL-SECONDARY	792,047	16.83	1.00	43,560	43,684	41,470	44,422	44,598	41,470
ASSISTANT PRINCIPAL	25,470	0.00	0.50	50,940	0	50,940	50,940	0	50,940
TEACHER-ELEMENTARY	8,256,911	61.85	237.93	26,966	27,648	26,789	27,543	28,709	27,240
TEACHER-SECONDARY	9,225,582	170.57	145.64	27,662	28,014	27,250	29,175	30,058	28,141
HEAD TEACHER	58,689	0.33	1.50	30,966	35,794	29,904	32,070	36,097	31,185
EDUCATION MEDIA GENERALIST	488,638	5.70	10.45	30,074	30,273	29,965	30,256	30,399	30,178
COUNSELOR	803,583	12.49	13.00	30,939	29,594	32,231	31,525	30,331	32,673
PSYCHOLOGICAL EXAMINER	19,845	0.37	0.09	43,141	39,365	58,667	43,141	39,365	58,667
SCHOOL PSYCHOLOGIST	120,096	2.47	1.04	33,839	35,107	30,828	34,215	35,487	31,194
SPEECH/LANGUAGE PATHOLOGIST	176,464	0.25	5.40	30,751	51,412	29,794	31,233	51,412	30,298
AUDIOLOGIST	0	0.00	0.00	0	0	0	0	0	0
SCHOOL SOCIAL WORKER	7,853	0.33	0.00	23,797	23,797	0	23,797	23,797	0
SCHOOL NURSE	0	0.00	0.00	0	0	0	0	0	0
OCCUPATIONAL/PHYSICAL THERAPIST	15,990	0.22	0.20	37,505	41,077	33,575	38,071	42,159	33,575
TOTALS	\$21,877,021	305.28	422.30						
4 ACTIVITY GROUPS									
DISTRICT ADMINISTRATION	\$1,362,184	24.17	3.22	\$49,082	\$51,066	\$34,190	\$49,733	\$51,606	\$35,671
SCHOOL ADMINISTRATION	1,399,875	26.86	5.33	42,665	43,760	37,148	43,488	44,600	37,884
STUDENT SERVICES	1,632,469	21.83	30.18	30,961	30,839	31,050	31,388	31,348	31,417
INSTRUCTIONAL SERVICES	17,482,493	232.42	383.57	27,323	27,917	26,964	28,381	29,699	27,582

ESTIMATED AVERAGE SALARY EXPENDITURE PER STUDENT

FOR

ACTIVITY GROUPS IN MEMBERSHIP SIZE GROUPS

1994-1995

MEMBERSHIP SIZE GROUP	STUDENT MEMBERSHIP	% OF STATE TOTAL	4 ACTIVITY GROUPS	TOTAL SALARY W/EXTRA PAY	EXPENDITURE PER STUDENT Equals Total Salary/Student Membership
(a)	(b)	(c)	(d)	(e)	(f)
1 - 499	8,799	3.66%	DISTRICT ADMINISTRATION	\$1,362,184	\$155
			SCHOOL ADMINISTRATION	1,399,875	159
			STUDENT SERVICES	1,632,469	186
			INSTRUCTIONAL SERVICES	17,482,493	1,987
			TOTAL CERTIFIED	\$21,877,021	\$2,486
500 - 999	15,631	6.50%	DISTRICT ADMINISTRATION	\$1,801,289	\$115
			SCHOOL ADMINISTRATION	2,425,043	155
			STUDENT SERVICES	2,434,062	156
			INSTRUCTIONAL SERVICES	27,447,117	1,756
			TOTAL CERTIFIED	\$34,107,511	\$2,182
1,000 - 2,499	44,208	18.39%	DISTRICT ADMINISTRATION	\$3,163,028	\$72
			SCHOOL ADMINISTRATION	5,475,190	124
			STUDENT SERVICES	6,092,596	138
			INSTRUCTIONAL SERVICES	68,059,737	1,540
			TOTAL CERTIFIED	\$82,790,551	\$1,873
2,500 - 4,999	48,967	20.36%	DISTRICT ADMINISTRATION	\$3,440,616	\$70
			SCHOOL ADMINISTRATION	6,049,056	124
			STUDENT SERVICES	6,887,486	141
			INSTRUCTIONAL SERVICES	77,402,666	1,581
			TOTAL CERTIFIED	\$93,779,824	\$1,915
5,000+	122,843	51.09%	DISTRICT ADMINISTRATION	\$7,376,327	\$60
			SCHOOL ADMINISTRATION	15,814,788	129
			STUDENT SERVICES	18,826,275	153
			INSTRUCTIONAL SERVICES	194,286,403	1,582
			TOTAL CERTIFIED	\$236,303,793	\$1,924
Statewide	240,448	100.00%	DISTRICT ADMINISTRATION	\$17,143,444	\$71
			SCHOOL ADMINISTRATION	31,163,952	130
			STUDENT SERVICES	35,872,888	149
			INSTRUCTIONAL SERVICES	384,678,416	1,600
			TOTAL CERTIFIED	\$468,858,700	\$1,950

EXPERIENCE LEVELS OF CERTIFIED STAFF

FOR

ALL ACTIVITY CLASSIFICATION GROUPS

*** STATEWIDE SUMMARY ***

1994-95

ACTIVITY CLASSIFICATIONS	FIRST YEAR	2-5 YEARS	6-10 YEARS	11-15 YEARS	16-20 YEARS	21-30 YEARS	31 + YEARS	TOTAL STAFF
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	
19 ACTIVITY CLASSIFICATIONS								
SUPERINTENDENT	0.00	0.00	1.00	4.72	17.00	46.47	27.49	96.68
ASST. SUPERINTENDENT	0.00	0.00	1.00	1.00	1.00	14.00	7.65	24.65
DIRECTOR	0.13	3.84	9.44	15.43	21.69	49.10	13.83	113.46
SUPERVISOR/COORDINATOR	3.25	4.03	8.34	11.32	16.75	31.82	12.64	88.15
PRINCIPAL-ELEMENTARY	1.00	2.00	19.75	46.00	73.67	115.66	16.86	274.94
PRINCIPAL-SECONDARY	0.00	1.57	13.87	19.77	45.43	88.38	28.49	197.51
ASSISTANT PRINCIPAL	1.00	3.40	12.88	29.64	33.56	61.71	13.29	155.48
TEACHER-ELEMENTARY	666.61	1,247.02	1,209.43	1,077.15	1,079.17	1,041.46	152.93	6,473.77
TEACHER-SECONDARY	669.80	1,202.26	1,028.83	851.86	889.11	1,253.48	213.08	6,108.42
HEAD TEACHER	0.00	0.47	1.15	1.00	0.86	1.06	0.60	5.14
EDUCATION MEDIA GENERALIST	8.20	17.64	33.74	24.85	29.51	52.19	14.12	180.25
COUNSELOR	28.49	66.99	69.32	74.95	98.39	120.64	19.20	477.98
PSYCHOLOGICAL EXAMINER	1.00	0.50	0.09	1.17	2.86	1.34	1.00	7.96
SCHOOL PSYCHOLOGIST	9.49	12.06	22.02	19.20	14.76	24.22	5.55	107.30
SPEECH/LANGUAGE PATHOLOGIST	13.71	23.65	37.20	27.57	25.42	16.49	2.00	146.04
AUDIOLOGIST	0.96	1.67	0.00	1.00	1.00	1.00	0.00	5.63
SCHOOL SOCIAL WORKER	3.50	9.28	11.00	6.00	7.00	2.00	0.83	39.61
SCHOOL NURSE	8.16	15.70	19.99	8.00	6.00	2.00	0.67	60.52
OCCUPATIONAL/PHYSICAL THERAPIST	3.00	2.00	2.85	0.00	0.00	0.22	0.00	8.07
TOTALS	1,418.30	2,614.08	2,501.90	2,220.63	2,363.18	2,923.24	530.23	14,571.56
4 ACTIVITY GROUPS								
DISTRICT ADMINISTRATION	3.38	7.87	19.78	32.47	56.44	141.39	61.61	322.94
SCHOOL ADMINISTRATION	2.00	7.44	47.65	96.41	153.52	266.81	59.24	633.07
STUDENT SERVICES	76.51	149.49	196.21	162.74	184.94	220.10	43.37	1,033.36
INSTRUCTIONAL SERVICES	1,336.41	2,449.28	2,238.26	1,929.01	1,968.28	2,294.94	366.01	12,582.19

NOTE: Experience shown in the table includes total experience in education -- in-state, out-of-state, public, and non-public school service.

**AGE LEVELS OF CERTIFIED STAFF
FOR
ALL ACTIVITY CLASSIFICATION GROUPS**

***** STATEWIDE SUMMARY *****

1994-1995

ACTIVITY CLASSIFICATIONS	21-25 YEARS	26-30 YEARS	31-35 YEARS	36-40 YEARS	41-45 YEARS	46-50 YEARS	51-55 YEARS	56-60 YEARS	Over 60 YEARS	TOTAL STAFF
	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)
19 ACTIVITY CLASSIFICATIONS										
SUPERINTENDENT	0.00	0.00	0.00	2.00	12.00	19.02	34.41	19.25	10.00	96.68
ASST. SUPERINTENDENT	0.00	0.00	0.00	0.00	3.00	8.00	7.00	3.65	3.00	24.65
DIRECTOR	0.00	0.77	6.67	11.29	25.46	32.65	23.21	7.24	6.17	113.46
SUPERVISOR/COORDINATOR	0.00	0.90	1.32	9.11	23.21	18.24	18.64	14.76	1.97	88.15
PRINCIPAL-ELEMENTARY	0.00	2.00	10.50	25.50	73.33	70.73	61.46	30.42	1.00	274.94
PRINCIPAL-SECONDARY	0.00	1.00	6.58	18.80	51.02	54.57	34.73	22.32	8.49	197.51
ASSISTANT PRINCIPAL	0.00	2.50	9.90	17.54	37.16	42.80	27.65	15.43	2.50	155.48
TEACHER-ELEMENTARY	329.13	625.74	649.84	959.05	1,515.41	1,186.71	699.56	380.37	127.96	6,473.77
TEACHER-SECONDARY	304.62	639.97	678.71	837.09	1,237.59	1,231.76	750.53	314.29	113.86	6,108.42
HEAD TEACHER	0.00	0.72	0.50	0.27	0.92	0.86	0.64	0.63	0.60	5.14
EDUCATION MEDIA GENERALIST	0.00	2.68	9.17	9.47	35.99	55.16	21.80	38.79	7.19	180.25
COUNSELOR	6.86	23.35	29.95	62.43	112.66	107.41	68.18	53.33	13.81	477.98
PSYCHOLOGICAL EXAMINER	0.00	0.00	0.59	1.00	1.83	1.20	1.00	2.00	0.34	7.96
SCHOOL PSYCHOLOGIST	0.15	7.00	6.30	12.00	23.40	25.58	16.01	11.64	5.22	107.30
SPEECH/LANGUAGE PATHOLOGIST	5.48	13.10	21.66	29.47	34.26	26.62	9.00	4.96	1.49	146.04
AUDIOLOGIST	0.00	0.00	1.00	0.00	1.67	2.96	0.00	0.00	0.00	5.63
SCHOOL SOCIAL WORKER	1.00	1.00	1.40	10.00	12.38	10.00	1.00	2.83	0.00	39.61
SCHOOL NURSE	0.00	1.00	1.84	15.26	12.40	16.75	8.60	4.00	0.67	60.52
OCCUPATIONAL/PHYSICAL THERAPIST	0.00	0.00	2.00	3.05	2.80	0.22	0.00	0.00	0.00	8.07
TOTALS	647.24	1,321.73	1,437.93	2,023.33	3,216.49	2,911.24	1,783.42	925.91	304.27	14,571.56
4 ACTIVITY GROUPS										
DISTRICT ADMINISTRATION	0.00	1.67	7.99	22.40	63.67	77.91	83.26	44.90	21.14	322.94
SCHOOL ADMINISTRATION	0.00	6.22	27.48	62.11	162.43	168.96	124.48	68.80	12.59	633.07
STUDENT SERVICES	13.49	48.13	73.91	142.68	237.39	245.90	125.59	117.55	28.72	1,033.36
INSTRUCTIONAL SERVICES	633.75	1,265.71	1,328.55	1,796.14	2,753.00	2,418.47	1,450.09	694.66	241.82	12,582.19

NOTE: The median age group for all certified employees is 41-45 years.

EDUCATION LEVELS OF CERTIFIED STAFF
IN
19 ACTIVITY AND 4 ACTIVITY CLASSIFICATION GROUPS
***** STATEWIDE SUMMARY *****
1994-1995

ACTIVITY CLASSIFICATIONS	NO DEGREE (a)	ASSOC. (b)	BA/BS (c)	MA/MS (d)	6-YEARS (e)	PhD/EdD (f)	OTHER (g)	TOTAL STAFF (h)
19 ACTIVITY CLASSIFICATIONS								
SUPERINTENDENT	0.00	0.00	3.00	34.41	40.15	19.12	0.00	96.68
ASST. SUPERINTENDENT	0.00	0.00	1.00	10.65	7.00	6.00	0.00	24.65
DIRECTOR	0.00	0.00	28.68	53.94	15.14	15.70	0.00	113.46
SUPERVISOR/COORDINATOR	0.00	0.00	21.36	52.33	5.34	9.12	0.00	88.15
PRINCIPAL-ELEMENTARY	0.00	0.00	38.25	186.81	36.20	13.68	0.00	274.94
PRINCIPAL-SECONDARY	0.00	0.00	20.72	133.34	31.03	12.42	0.00	197.51
ASSISTANT PRINCIPAL	1.00	0.00	18.24	115.74	17.00	3.50	0.00	155.48
TEACHER-ELEMENTARY	7.16	7.28	5,337.68	1,104.03	12.54	5.08	0.00	6,473.77
TEACHER-SECONDARY	13.89	7.28	4,632.14	1,381.00	16.19	27.21	30.71	6,108.42
HEAD TEACHER	0.00	0.00	4.81	0.33	0.00	0.00	0.00	5.14
EDUCATION MEDIA GENERALIST	0.00	0.00	131.81	46.94	1.50	0.00	0.00	180.25
COUNSELOR	0.00	0.00	112.85	351.20	8.05	5.88	0.00	477.98
PSYCHOLOGICAL EXAMINER	0.00	0.00	0.00	5.76	2.20	0.00	0.00	7.96
SCHOOL PSYCHOLOGIST	0.00	0.00	5.70	59.43	25.18	16.99	0.00	107.30
SPEECH/LANGUAGE PATHOLOGIST	0.00	0.00	19.46	124.26	0.00	2.32	0.00	146.04
AUDIOLOGIST	0.00	0.00	0.67	4.96	0.00	0.00	0.00	5.63
SCHOOL SOCIAL WORKER	0.00	0.00	3.73	35.88	0.00	0.00	0.00	39.61
SCHOOL NURSE	0.00	6.61	35.91	10.80	0.00	0.00	7.20	60.52
OCCUPATIONAL/PHYSICAL THERAPIST	0.00	0.00	6.87	1.20	0.00	0.00	0.00	8.07
TOTALS	22.05	21.17	10,422.88	3,713.01	217.52	137.02	37.91	14,571.56
PERCENTAGE	0.2%	0.1%	71.5%	25.5%	1.5%	0.9%	0.3%	100.0%
4 ACTIVITY GROUPS								
DISTRICT ADMINISTRATION	0.00	0.00	54.04	151.33	67.63	49.94	0.00	322.94
SCHOOL ADMINISTRATION	1.00	0.00	82.02	436.22	84.23	29.60	0.00	633.07
STUDENT SERVICES	0.00	6.61	317.00	640.43	36.93	25.19	7.20	1,033.36
INSTRUCTIONAL SERVICES	21.05	14.56	9,969.82	2,485.03	28.73	32.29	30.71	12,582.19

NOTE: Most of the personnel holding less than a bachelor's or other degrees are school nurses, vocational education instructors, or employees having one of the following types of certificates: Life, Pre-Professional, Provisional, State Elementary, or State High School certificate.

NUMBER OF CERTIFIED STAFF BY SOURCE OF EDUCATION FOR HIGHEST DEGREE
IN
19 ACTIVITY AND 4 ACTIVITY CLASSIFICATION GROUPS
***** STATEWIDE SUMMARY *****
1994-1995

ACTIVITY CLASSIFICATIONS	BOISE STATE (a)	IDAHO STATE (b)	ALBERTSON COLLEGE (c)	UNIV. OF IDAHO (d)	OTHER IDAHO (e)	NON- IDAHO (f)	TOTAL EMPLOYEES (g)	% DEGREES RECEIVED IN IDAHO
19 ACTIVITY CLASSIFICATIONS								
SUPERINTENDENT	2.00	15.40	3.00	30.70	3.00	42.60	96.70	55.95%
ASST. SUPERINTENDENT	1.00	2.00	1.70	7.00	0.00	13.00	24.70	47.37%
DIRECTOR	6.60	21.70	7.90	21.90	2.90	52.50	113.50	53.74%
SUPERVISOR/COORDINATOR	9.80	12.00	4.30	18.90	3.80	39.30	88.10	55.39%
PRINCIPAL-ELEMENTARY	26.00	53.70	27.40	60.40	5.50	102.00	275.00	62.91%
PRINCIPAL-SECONDARY	6.10	39.20	29.20	54.40	4.00	64.60	197.50	67.29%
ASSISTANT PRINCIPAL	11.00	30.70	23.80	33.50	2.00	54.40	155.40	64.99%
TEACHER-ELEMENTARY	1,152.60	1,068.60	196.00	796.50	482.10	2,778.10	6,473.90	57.09%
TEACHER-SECONDARY	852.70	989.10	183.80	1,013.80	321.50	2,747.50	6,108.40	55.02%
HEAD TEACHER	0.10	0.80	0.10	0.40	0.00	3.70	5.10	27.45%
EDUCATION MEDIA GENERALIST	16.70	31.90	5.60	26.90	7.10	92.10	180.30	48.92%
COUNSELOR	14.80	79.60	115.70	85.00	5.50	177.40	478.00	62.89%
PSYCHOLOGICAL EXAMINER	0.00	3.20	0.00	2.10	0.00	2.70	8.00	66.25%
SCHOOL PSYCHOLOGIST	0.80	25.30	6.00	21.90	1.00	52.30	107.30	51.26%
SPEECH/LANGUAGE PATHOLOGIST	3.40	51.60	1.00	0.00	1.90	88.20	146.10	39.63%
AUDIOLOGIST	0.00	3.60	0.00	0.00	0.00	2.00	5.60	64.29%
SCHOOL SOCIAL WORKER	2.30	0.00	0.00	1.80	0.00	35.50	39.60	10.35%
SCHOOL NURSE	9.50	3.60	2.50	6.00	2.90	36.10	60.60	40.43%
OCCUPATIONAL/PHYSICAL THERAPIST	0.00	0.00	0.00	0.00	0.00	8.10	8.10	0.00%
TOTALS	2,115.4	2,432.0	608.0	2,181.2	843.2	6,392.1	14,571.9	56.13%
PERCENTAGE	14.52%	16.69%	4.17%	14.97%	5.79%	43.87%	100.00%	
4 ACTIVITY GROUPS								
DISTRICT ADMINISTRATION	19.40	51.10	16.90	78.50	9.70	147.40	323.00	54.37%
SCHOOL ADMINISTRATION	43.20	124.40	80.50	148.70	11.50	224.70	633.00	64.50%
STUDENT SERVICES	47.50	198.80	130.80	143.70	18.40	494.40	1,033.60	52.17%
INSTRUCTIONAL SERVICES	2,005.30	2,057.70	379.80	1,810.30	803.60	5,525.60	12,582.30	56.08%

ETHNIC CATEGORIES OF CERTIFIED STAFF

STATEWIDE SUMMARY

1994-1995

Numbers Based on Actual Employee Count

ACTIVITY CLASSIFICATIONS	WHITE		BLACK		HISPANIC		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE	
	MEN (a)	WOMEN (b)	MEN (c)	WOMEN (d)	MEN (e)	WOMEN (f)	MEN (g)	WOMEN (h)	MEN (i)	WOMEN (j)
19 ACTIVITY CLASSIFICATIONS										
SUPERINTENDENT	103	4	0	0	0	0	0	0	0	0
ASST. SUPERINTENDENT	20	5	0	0	0	0	0	0	0	0
DIRECTOR	120	63	0	0	2	0	0	0	0	1
SUPERVISOR/COORDINATOR	69	48	0	0	2	1	0	0	1	0
PRINCIPAL-ELEMENTARY	181	106	0	0	2	2	0	1	1	0
PRINCIPAL-SECONDARY	180	26	0	0	0	0	1	0	2	1
ASSISTANT PRINCIPAL	124	43	1	1	3	0	2	0	1	1
TEACHER-ELEMENTARY	885	5,934	0	3	10	57	7	42	2	12
TEACHER-SECONDARY	3,191	3,438	1	3	22	28	20	17	10	10
HEAD TEACHER	3	14	0	0	0	0	0	0	0	0
EDUCATION MEDIA GENERALIST	38	172	0	0	0	1	0	0	0	0
COUNSELOR	204	310	0	0	1	1	0	1	2	1
PSYCHOLOGICAL EXAMINER	6	6	0	0	0	0	0	0	0	0
SCHOOL PSYCHOLOGIST	76	61	0	0	0	0	0	0	0	0
SPEECH/LANGUAGE PATHOLOGIST	16	167	0	0	0	0	0	1	0	0
AUDIOLOGIST	3	5	0	0	0	0	0	0	0	0
SCHOOL SOCIAL WORKER	18	24	0	0	1	0	0	0	0	0
SCHOOL NURSE	0	63	0	0	0	2	0	2	0	0
OCCUPATIONAL/PHYSICAL THERAPIST	1	8	0	0	0	0	0	1	0	0
TOTALS	5,238	10,497	2	7	43	92	30	65	19	26
4 ACTIVITY GROUPS										
DISTRICT ADMINISTRATION	312	120	0	0	4	1	0	0	1	1
SCHOOL ADMINISTRATION	488	189	1	1	5	2	3	1	4	2
STUDENT SERVICES	362	816	0	0	2	4	0	5	2	1
INSTRUCTIONAL SERVICES	4,076	9,372	1	6	32	85	27	59	12	22

**CERTIFIED STAFF TURNOVER
FOR
FIVE SCHOOL DISTRICT MEMBERSHIP GROUPS
1994-1995
Numbers Based on Actual Employee Count**

DISTRICTS WITH	NUMBER AND % ALL REASONS COMBINED					
	TOTAL NUMBER (c)+(e)	PERCENT (a)/Sum of (a) (b)	MEN NUMBER (c)	PERCENT (c)/(a) (d)	WOMEN NUMBER (e)	PERCENT (e)/(a) (f)
	(a)	(b)	(c)	(d)	(e)	(f)
5,000 + STUDENTS	550	42.9%	162	29.5%	388	70.5%
2,500-4,999 STUDENTS	230	18.0%	85	37.0%	145	63.0%
1,000-2,499 STUDENTS	249	19.4%	86	34.5%	163	65.5%
500-999 STUDENTS	121	9.4%	54	44.6%	67	55.4%
1-499 STUDENTS	131	10.2%	55	42.0%	76	58.0%
TOTALS	1,281	100.0%	442	34.5%	839	65.5%

DISTRICTS WITH	LEAVING TO WORK IN OTHER IDAHO DISTRICT		LEAVING TO WORK IN OUT-OF STATE SCHOOL		LEAVING EDUCATION PROFESSION		LEAVING TO RETURN TO SCHOOL		LEAVING DUE TO TRANSFER OF SPOUSE		LEAVING DUE TO RETIREMENT		LEAVING DUE TO DEATH	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
5,000 + STUDENTS	87	15.8%	36	6.5%	99	18.0%	7	1.3%	43	7.8%	102	18.5%	3	0.5%
2,500-4,999 STUDENTS	62	27.0%	31	13.5%	23	10.0%	6	2.6%	14	6.1%	22	9.6%	3	1.3%
1,000-2,499 STUDENTS	87	34.9%	38	15.3%	25	10.0%	2	0.8%	7	2.8%	35	14.1%	3	1.2%
500-999 STUDENTS	51	42.1%	25	20.7%	9	7.4%	1	0.8%	2	1.7%	13	10.7%	0	0.0%
1-499 STUDENTS	59	45.0%	9	6.9%	11	8.4%	2	1.5%	4	3.1%	7	5.3%	0	0.0%
STATEWIDE	346	27.0%	139	10.9%	167	13.0%	18	1.4%	70	5.5%	179	14.0%	9	0.7%

DISTRICTS WITH	PERSONAL REASONS		INVOLUNTARY TERMINATION		LEAVE OF ABSENCE		REDUCTION IN FORCE		PARENTAL/FAMILY OBLIGATION		SERVICE IN FOREIGN COUNTRY		TOTALS	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
5,000 + STUDENTS	81	14.7%	15	2.7%	58	10.5%	5	0.9%	13	2.4%	1	0.2%	550	100.0%
2,500-4,999 STUDENTS	51	22.2%	4	1.7%	12	5.2%	2	0.9%	0	0.0%	0	0.0%	230	100.0%
1,000-2,499 STUDENTS	21	8.4%	1	0.4%	22	8.8%	8	3.2%	0	0.0%	0	0.0%	249	100.0%
500-999 STUDENTS	14	11.6%	2	1.7%	4	3.3%	0	0.0%	0	0.0%	0	0.0%	121	100.0%
1-499 STUDENTS	23	17.6%	8	6.1%	7	5.3%	0	0.0%	1	0.8%	0	0.0%	131	100.0%
STATEWIDE	190	14.8%	30	2.3%	103	8.0%	15	1.2%	14	1.1%	1	0.1%	1,281	100.0%

**NONCERTIFIED
STAFF
TABLES**

**ACTUAL AND F.T.E. TOTAL OF NONCERTIFIED EMPLOYEES,
AVERAGE ANNUAL SALARY,
AND AVERAGE HOURLY PAY RATE
1994-1995
*** STATEWIDE SUMMARY *****

ACTIVITY	EMPLOYEES			F.T.E. *		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
	(a)	(b)	(c)	(d)	(e)	(f)
BUSINESS MANAGER	20	34	54	18.78	28.40	47.18
CLERK - BOARD OF TRUSTEES	6	66	72	2.43	47.74	50.17
OFFICE CLERICAL - DISTRICT	7	352	359	5.97	290.39	296.36
OFFICE CLERICAL - BUILDING	3	899	902	1.57	626.48	628.05
PERSONNEL SERVICES	3	39	42	2.44	31.39	33.83
PUBLIC INFORMATION	3	3	6	2.94	2.13	5.07
CUSTODIAN SUPERVISOR	68	6	74	65.68	6.00	71.68
JANITOR, CUSTODIAN	917	529	1,446	806.88	387.51	1,194.39
FOOD SERVICE - SUPERVISOR	2	85	87	1.69	60.58	62.27
FOOD SERVICE - MANAGER	0	324	324	0.00	184.57	184.57
FOOD SERVICE - COOK	6	1,003	1,009	3.20	468.28	471.48
FOOD SERVICE - OTHER	35	487	522	17.45	171.95	189.40
MAINTENANCE SUPERVISOR	99	0	99	89.53	0.00	89.53
MAINTENANCE WORKER	334	33	367	290.71	11.77	302.48
INSTRUCTIONAL ASSISTANT - REGULAR ED	96	1,973	2,069	42.09	973.66	1,015.75
INSTRUCTIONAL ASSISTANT - SPECIAL ED	64	1,374	1,438	36.67	752.55	789.22
RELATED SERVICES ASSISTANT, SPECIAL ED	2	41	43	0.68	21.48	22.16
INTERPRETER - HEARING IMPAIRED	4	42	46	2.26	22.95	25.21
LIBRARY ASSISTANT	1	362	363	0.73	200.87	201.60
TRANSPORTATION SUPERVISOR	65	4	69	51.14	1.61	52.75
TRANSPORTATION DISPATCHER/SECRETARY	1	25	26	0.17	18.86	19.03
TRANSPORTATION - SCHOOL BUS MECHANIC	80	0	80	70.95	0.00	70.95
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	2	5	7	1.70	2.94	4.64
VEHICLE OPERATOR	487	887	1,374	175.25	349.49	524.74
TRANSPORTATION - SCHOOL BUS ATTENDANT	4	79	83	1.65	36.44	38.09
ATTENDANCE OFFICER	6	17	23	3.99	9.33	13.32
SPECIAL PROJECT PERSONNEL	11	55	66	6.32	29.77	36.09
OTHER NON-CERTIFIED, SPECIFY	235	389	624	66.34	98.83	165.17
DATA PROCESSING SERVICES	6	13	19	4.53	12.27	16.80
TOTALS	2,567	9,126	11,693	1,773.74	4,848.24	6,621.98

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES (c) x (l)
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	
	(g)	(h)	(i)	(j)	(k)	(l)	(m)
BUSINESS MANAGER	\$22.40	\$14.89	\$17.67	\$44,518	\$26,004	\$32,861	\$1,774,518
CLERK - BOARD OF TRUSTEES	13.17	12.49	12.54	10,334	18,038	17,396	1,252,491
OFFICE CLERICAL - DISTRICT	11.45	9.80	9.83	19,479	17,144	17,189	6,170,922
OFFICE CLERICAL - BUILDING	7.92	8.89	8.88	9,311	13,084	13,071	11,790,057
PERSONNEL SERVICES	23.47	11.29	12.16	43,499	19,610	21,317	895,306
PUBLIC INFORMATION	18.58	13.30	15.94	37,679	20,958	29,319	175,912
CUSTODIAN SUPERVISOR	10.23	10.40	10.24	20,488	21,629	20,580	1,522,923
JANITOR, CUSTODIAN	8.28	7.85	8.12	15,244	11,793	13,981	20,216,877
FOOD SERVICE - SUPERVISOR	16.46	10.97	11.10	29,255	16,863	17,148	1,491,833
FOOD SERVICE - MANAGER	0.00	8.60	8.60	0	10,284	10,284	3,332,161
FOOD SERVICE - COOK	7.38	7.03	7.04	8,750	6,904	6,915	6,976,823
FOOD SERVICE - OTHER	7.32	6.60	6.65	8,303	5,062	5,280	2,756,049
MAINTENANCE SUPERVISOR	14.76	0.00	14.76	26,600	0	26,600	2,633,433
MAINTENANCE WORKER	10.32	7.00	10.02	19,029	6,017	17,859	6,554,209
INSTRUCTIONAL ASSISTANT - REGULAR ED	6.68	7.10	7.08	6,201	7,252	7,203	14,902,960
INSTRUCTIONAL ASSISTANT - SPECIAL ED	6.87	6.97	6.97	8,213	7,956	7,967	11,457,233
RELATED SERVICES ASSISTANT, SPECIAL ED	13.67	7.98	8.24	6,913	8,582	8,504	365,668
INTERPRETER - HEARING IMPAIRED	9.33	8.90	8.93	11,508	9,941	10,077	463,560
LIBRARY ASSISTANT	9.95	7.53	7.54	15,124	8,805	8,822	3,202,519
TRANSPORTATION SUPERVISOR	14.15	10.57	13.94	23,899	9,451	23,061	1,591,216
TRANSPORTATION DISPATCHER/SECRETARY	12.00	8.64	8.77	4,320	14,034	13,660	355,160
TRANSPORTATION - SCHOOL BUS MECHANIC	11.56	0.00	11.56	21,059	0	21,059	1,684,745
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	9.39	9.33	9.34	16,518	11,619	13,019	91,131
VEHICLE OPERATOR	9.98	9.65	9.76	7,234	7,702	7,536	10,354,455
TRANSPORTATION - SCHOOL BUS ATTENDANT	7.23	6.52	6.56	5,994	6,270	6,257	519,330
ATTENDANCE OFFICER	12.01	8.14	9.15	16,935	9,542	11,470	263,818
SPECIAL PROJECT PERSONNEL	13.91	10.96	11.46	16,250	12,533	13,153	868,083
OTHER NON-CERTIFIED, SPECIFY	10.00	8.45	9.04	6,872	5,063	5,744	3,584,274
DATA PROCESSING SERVICES	24.68	13.80	17.24	27,350	27,100	27,179	516,402
AVERAGES	\$9.71	\$7.92	\$8.31	\$14,102.28	\$8,937.68	\$10,071.26	\$117,764,068 **

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

* Full-Time Equivalency (F.T.E.) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2,080, the number of working hours in a year.

** "Statewide" Total Salaries equals the sum of column (m).

**ACTUAL AND F.T.E. TOTAL OF NONCERTIFIED EMPLOYEES,
AVERAGE ANNUAL SALARY,
AND AVERAGE HOURLY PAY RATE
1994-1995
SCHOOL DISTRICTS WITH MEMBERSHIP OF 5,000 OR MORE STUDENTS**

ACTIVITY	EMPLOYEES			F.T.E. *		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
	(a)	(b)	(c)	(d)	(e)	(f)
BUSINESS MANAGER	6	4	10	5.92	3.94	9.86
CLERK - BOARD OF TRUSTEES	0	7	7	0.00	5.43	5.43
OFFICE CLERICAL - DISTRICT	4	194	198	3.90	169.11	173.01
OFFICE CLERICAL - BUILDING	0	432	432	0.00	304.39	304.39
PERSONNEL SERVICES	3	19	22	2.44	17.53	19.97
PUBLIC INFORMATION	3	3	6	2.94	2.13	5.07
CUSTODIAN SUPERVISOR	25	2	27	24.60	2.00	26.60
JANITOR, CUSTODIAN	522	170	692	484.38	152.68	637.06
FOOD SERVICE - SUPERVISOR	1	13	14	0.88	11.64	12.52
FOOD SERVICE - MANAGER	0	173	173	0.00	98.13	98.13
FOOD SERVICE - COOK	3	413	416	2.08	195.32	197.40
FOOD SERVICE - OTHER	17	308	325	11.51	122.35	133.86
MAINTENANCE SUPERVISOR	21	0	21	20.71	0.00	20.71
MAINTENANCE WORKER	195	8	203	187.68	5.35	193.03
INSTRUCTIONAL ASSISTANT - REGULAR ED	43	808	851	22.01	391.59	413.60
INSTRUCTIONAL ASSISTANT - SPECIAL ED	42	756	798	24.83	420.02	444.85
RELATED SERVICES ASSISTANT, SPECIAL ED	1	14	15	0.61	8.00	8.61
INTERPRETER - HEARING IMPAIRED	2	24	26	1.24	13.59	14.83
LIBRARY ASSISTANT	0	196	196	0.00	112.57	112.57
TRANSPORTATION SUPERVISOR	9	0	9	8.73	0.00	8.73
TRANSPORTATION DISPATCHER/SECRETARY	0	11	11	0.00	9.13	9.13
TRANSPORTATION - SCHOOL BUS MECHANIC	33	0	33	32.46	0.00	32.46
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	2	2	4	1.70	1.85	3.55
VEHICLE OPERATOR	177	357	534	80.47	170.21	250.68
TRANSPORTATION - SCHOOL BUS ATTENDANT	3	47	50	1.37	25.61	26.98
ATTENDANCE OFFICER	1	7	8	0.70	4.52	5.22
SPECIAL PROJECT PERSONNEL	5	11	16	3.55	6.24	9.79
OTHER NON-CERTIFIED, SPECIFY	85	198	283	45.52	59.46	104.98
DATA PROCESSING SERVICES	3	11	14	2.16	10.50	12.66
TOTALS	1,206	4,188	5,394	972.39	2,323.29	3,295.68

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES (c) x (l)
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	
	(g)	(h)	(i)	(j)	(k)	(l)	(m)
BUSINESS MANAGER	\$24.72	\$24.95	\$24.81	\$50,617	\$51,215	\$50,856	\$508,559
CLERK - BOARD OF TRUSTEES	0.00	12.87	12.87	0	20,328	20,328	142,297
OFFICE CLERICAL - DISTRICT	9.10	9.93	9.91	18,414	18,238	18,242	3,611,819
OFFICE CLERICAL - BUILDING	0.00	9.28	9.28	0	13,757	13,757	5,943,090
PERSONNEL SERVICES	23.47	12.51	14.00	43,499	24,050	26,702	587,453
PUBLIC INFORMATION	18.58	13.30	15.94	37,679	20,958	29,319	175,912
CUSTODIAN SUPERVISOR	10.72	10.40	10.70	21,978	21,632	21,952	592,706
JANITOR, CUSTODIAN	8.24	8.12	8.21	16,157	15,216	15,926	11,020,792
FOOD SERVICE - SUPERVISOR	20.02	15.86	16.15	36,837	29,639	30,153	422,139
FOOD SERVICE - MANAGER	0.00	8.79	8.79	0	10,531	10,531	1,821,890
FOOD SERVICE - COOK	7.62	7.32	7.32	11,905	7,153	7,187	2,989,773
FOOD SERVICE - OTHER	7.57	6.90	6.93	11,355	5,937	6,221	2,021,693
MAINTENANCE SUPERVISOR	17.67	0.00	17.67	36,349	0	36,349	763,324
MAINTENANCE WORKER	10.95	9.25	10.88	22,036	12,671	21,667	4,398,399
INSTRUCTIONAL ASSISTANT - REGULAR ED	6.98	7.39	7.37	7,283	7,429	7,421	6,315,597
INSTRUCTIONAL ASSISTANT - SPECIAL ED	6.98	7.15	7.15	8,597	8,283	8,300	6,623,027
RELATED SERVICES ASSISTANT, SPECIAL ED	8.93	9.21	9.19	11,252	10,733	10,768	161,513
INTERPRETER - HEARING IMPAIRED	10.71	9.44	9.54	13,771	11,066	11,274	293,117
LIBRARY ASSISTANT	0.00	7.78	7.78	0	9,411	9,411	1,844,481
TRANSPORTATION SUPERVISOR	17.33	0.00	17.33	34,879	0	34,879	313,915
TRANSPORTATION DISPATCHER/SECRETARY	0.00	9.08	9.08	0	15,707	15,707	172,773
TRANSPORTATION - SCHOOL BUS MECHANIC	11.32	0.00	11.32	23,228	0	23,228	766,531
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	9.39	10.20	9.79	16,518	19,684	18,101	72,403
VEHICLE OPERATOR	9.25	8.93	9.04	8,708	8,905	8,840	4,720,530
TRANSPORTATION - SCHOOL BUS ATTENDANT	6.33	6.74	6.71	6,086	7,581	7,491	374,554
ATTENDANCE OFFICER	26.76	9.04	11.25	39,137	12,056	15,441	123,530
SPECIAL PROJECT PERSONNEL	14.82	20.62	18.81	21,193	22,760	22,270	356,323
OTHER NON-CERTIFIED, SPECIFY	10.63	8.29	8.99	14,173	6,673	8,925	2,525,905
DATA PROCESSING SERVICES	30.23	13.83	17.35	27,204	27,448	27,396	383,543
AVERAGES	\$9.52	\$8.05	\$8.38	\$16,374.57	\$9,622.72	\$11,132.33	\$60,047,588 **

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

* Full-Time Equivalency (F.T.E.) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2,080, the number of working hours in a year.

** "Statewide" Total Salaries equals the sum of column (m).

**ACTUAL AND F.T.E. TOTAL OF NONCERTIFIED EMPLOYEES,
AVERAGE ANNUAL SALARY,
AND AVERAGE HOURLY PAY RATE
1994-1995
SCHOOL DISTRICTS WITH MEMBERSHIP OF 2,500 - 4,999 STUDENTS**

ACTIVITY	EMPLOYEES			F.T.E. *		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
	(a)	(b)	(c)	(d)	(e)	(f)
BUSINESS MANAGER	10	0	10	9.65	0.00	9.65
CLERK - BOARD OF TRUSTEES	0	5	5	0.00	4.82	4.82
OFFICE CLERICAL - DISTRICT	2	57	59	1.94	48.50	50.44
OFFICE CLERICAL - BUILDING	0	189	189	0.00	133.87	133.87
PERSONNEL SERVICES	0	14	14	0.00	10.72	10.72
PUBLIC INFORMATION	0	0	0	0.00	0.00	0.00
CUSTODIAN SUPERVISOR	10	1	11	10.00	1.00	11.00
JANITOR, CUSTODIAN	161	118	279	137.25	76.63	213.88
FOOD SERVICE - SUPERVISOR	0	15	15	0.00	10.30	10.30
FOOD SERVICE - MANAGER	0	66	66	0.00	38.16	38.16
FOOD SERVICE - COOK	2	232	234	0.39	101.81	102.20
FOOD SERVICE - OTHER	9	58	67	3.24	18.93	22.17
MAINTENANCE SUPERVISOR	16	0	16	14.28	0.00	14.28
MAINTENANCE WORKER	61	14	75	50.69	3.63	54.32
INSTRUCTIONAL ASSISTANT - REGULAR ED	31	437	468	9.90	218.63	228.53
INSTRUCTIONAL ASSISTANT - SPECIAL ED	17	225	242	9.37	123.09	132.46
RELATED SERVICES ASSISTANT, SPECIAL ED	0	8	8	0.00	4.82	4.82
INTERPRETER - HEARING IMPAIRED	1	8	9	0.33	4.07	4.40
LIBRARY ASSISTANT	0	62	62	0.00	34.81	34.81
TRANSPORTATION SUPERVISOR	6	0	6	5.50	0.00	5.50
TRANSPORTATION DISPATCHER/SECRETARY	0	7	7	0.00	6.06	6.06
TRANSPORTATION - SCHOOL BUS MECHANIC	17	0	17	16.09	0.00	16.09
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	0	1	1	0.00	0.35	0.35
VEHICLE OPERATOR	69	175	244	24.88	67.20	92.08
TRANSPORTATION - SCHOOL BUS ATTENDANT	0	11	11	0.00	4.70	4.70
ATTENDANCE OFFICER	1	3	4	1.00	2.19	3.19
SPECIAL PROJECT PERSONNEL	3	29	32	2.04	16.08	18.12
OTHER NON-CERTIFIED, SPECIFY	10	16	26	5.70	8.06	13.76
DATA PROCESSING SERVICES	2	1	3	2.00	1.00	3.00
TOTALS	428	1,752	2,180	304.25	939.43	1,243.68

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES (c) x (l)
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	
	(g)	(h)	(i)	(j)	(k)	(l)	(m)
BUSINESS MANAGER	\$23.16	\$0.00	\$23.16	\$46,600	\$0	\$46,600	\$465,995
CLERK - BOARD OF TRUSTEES	0.00	11.55	11.55	0	22,936	22,936	114,680
OFFICE CLERICAL - DISTRICT	14.79	9.31	9.50	29,504	17,106	17,526	1,034,061
OFFICE CLERICAL - BUILDING	0.00	8.55	8.55	0	12,873	12,873	2,433,053
PERSONNEL SERVICES	0.00	10.62	10.62	0	17,538	17,538	245,535
PUBLIC INFORMATION	0.00	0.00	0.00	0	0	0	0
CUSTODIAN SUPERVISOR	10.48	12.63	10.68	21,798	26,270	22,205	244,254
JANITOR, CUSTODIAN	7.87	7.26	7.61	14,239	10,123	12,498	3,486,897
FOOD SERVICE - SUPERVISOR	0.00	10.06	10.06	0	15,680	15,680	235,198
FOOD SERVICE - MANAGER	0.00	8.66	8.66	0	10,461	10,461	690,394
FOOD SERVICE - COOK	7.26	6.86	6.87	3,119	6,390	6,363	1,488,831
FOOD SERVICE - OTHER	7.30	5.93	6.11	6,066	4,184	4,437	297,251
MAINTENANCE SUPERVISOR	14.75	0.00	14.75	26,961	0	26,961	431,380
MAINTENANCE WORKER	9.29	6.06	8.69	17,260	4,169	14,816	1,111,218
INSTRUCTIONAL ASSISTANT - REGULAR ED	6.08	6.66	6.62	4,206	7,064	6,875	3,217,470
INSTRUCTIONAL ASSISTANT - SPECIAL ED	6.78	6.57	6.58	7,766	7,498	7,517	1,818,993
RELATED SERVICES ASSISTANT, SPECIAL ED	0.00	8.59	8.59	0	10,999	10,999	87,994
INTERPRETER - HEARING IMPAIRED	5.92	7.73	7.53	4,049	8,277	7,807	70,267
LIBRARY ASSISTANT	0.00	7.38	7.38	0	8,730	8,730	541,289
TRANSPORTATION SUPERVISOR	15.37	0.00	15.37	28,959	0	28,959	173,753
TRANSPORTATION DISPATCHER/SECRETARY	0.00	9.26	9.26	0	16,890	16,890	118,228
TRANSPORTATION - SCHOOL BUS MECHANIC	11.53	0.00	11.53	23,242	0	23,242	395,110
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	0.00	7.30	7.30	0	5,256	5,256	5,256
VEHICLE OPERATOR	10.56	10.20	10.30	7,609	7,944	7,849	1,915,176
TRANSPORTATION - SCHOOL BUS ATTENDANT	0.00	5.90	5.90	0	5,335	5,335	58,686
ATTENDANCE OFFICER	10.44	8.27	8.81	21,715	12,707	14,959	59,837
SPECIAL PROJECT PERSONNEL	10.88	8.04	8.30	14,857	10,080	10,527	336,878
OTHER NON-CERTIFIED, SPECIFY	9.94	10.29	10.15	12,451	11,228	11,698	304,151
DATA PROCESSING SERVICES	14.72	14.32	14.59	30,618	29,786	30,340	91,021
AVERAGES	\$9.38	\$7.59	\$7.94	\$14,469	\$8,721	\$9,850	\$21,472,856 **

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

* Full-Time Equivalency (F.T.E.) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2,080, the number of working hours in a year.

** "Statewide" Total Salaries equals the sum of column (m).

**ACTUAL AND F.T.E. TOTAL OF NONCERTIFIED EMPLOYEES,
AVERAGE ANNUAL SALARY,
AND AVERAGE HOURLY PAY RATE
1994-1995
SCHOOL DISTRICTS WITH MEMBERSHIP OF 1,000 - 2,499 STUDENTS**

ACTIVITY	EMPLOYEES			F.T.E. *		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
BUSINESS MANAGER	3	12	15	2.49	11.50	13.99
CLERK - BOARD OF TRUSTEES	0	18	18	0.00	12.72	12.72
OFFICE CLERICAL - DISTRICT	1	53	54	0.13	42.24	42.37
OFFICE CLERICAL - BUILDING	1	170	171	0.37	117.96	118.33
PERSONNEL SERVICES	0	0	0	0.00	0.00	0.00
PUBLIC INFORMATION	0	0	0	0.00	0.00	0.00
CUSTODIAN SUPERVISOR	25	2	27	23.42	2.00	25.42
JANITOR, CUSTODIAN	155	120	275	119.48	83.32	202.80
FOOD SERVICE - SUPERVISOR	1	26	27	0.81	19.62	20.43
FOOD SERVICE - MANAGER	0	57	57	0.00	31.97	31.97
FOOD SERVICE - COOK	1	218	219	0.73	102.99	103.72
FOOD SERVICE - OTHER	7	71	78	2.19	16.72	18.91
MAINTENANCE SUPERVISOR	32	0	32	29.18	0.00	29.18
MAINTENANCE WORKER	44	4	48	30.14	0.64	30.78
INSTRUCTIONAL ASSISTANT - REGULAR ED	14	417	431	7.02	211.70	218.72
INSTRUCTIONAL ASSISTANT - SPECIAL ED	2	236	238	1.24	130.00	131.24
RELATED SERVICES ASSISTANT, SPECIAL ED	0	11	11	0.00	5.65	5.65
INTERPRETER - HEARING IMPAIRED	0	8	8	0.00	4.09	4.09
LIBRARY ASSISTANT	0	58	58	0.00	31.55	31.55
TRANSPORTATION SUPERVISOR	19	1	20	17.14	0.88	18.02
TRANSPORTATION DISPATCHER/SECRETARY	0	6	6	0.00	3.15	3.15
TRANSPORTATION - SCHOOL BUS MECHANIC	20	0	20	16.99	0.00	16.99
TRANSPORTATION - SCHOOL BUS DRIVER TRAINEE	0	0	0	0.00	0.00	0.00
VEHICLE OPERATOR	132	186	318	39.49	61.74	101.23
TRANSPORTATION - SCHOOL BUS ATTENDANT	0	11	11	0.00	3.04	3.04
ATTENDANCE OFFICER	4	5	9	2.29	1.93	4.22
SPECIAL PROJECT PERSONNEL	3	7	10	0.73	4.11	4.84
OTHER NON-CERTIFIED, SPECIFY	68	83	151	8.85	13.55	22.40
DATA PROCESSING SERVICES	1	0	1	0.37	0.00	0.37
TOTALS	533	1,780	2,313	303.06	913.07	1,216.13

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES (c) x (l) (m)
	MEN (g)	WOMEN (h)	TOTAL (i)	MEN (j)	WOMEN (k)	TOTAL (l)	
BUSINESS MANAGER	\$18.28	\$14.54	\$15.29	\$33,600	\$28,885	\$29,828	\$447,423
CLERK - BOARD OF TRUSTEES	0.00	12.87	12.87	0	19,729	19,729	355,122
OFFICE CLERICAL - DISTRICT	14.19	10.13	10.20	3,689	17,262	17,010	918,566
OFFICE CLERICAL - BUILDING	8.10	8.77	8.76	6,156	12,903	12,864	2,199,705
PERSONNEL SERVICES	0.00	0.00	0.00	0	0	0	0
PUBLIC INFORMATION	0.00	0.00	0.00	0	0	0	0
CUSTODIAN SUPERVISOR	9.61	9.05	9.57	18,469	18,814	18,494	499,346
JANITOR, CUSTODIAN	8.76	8.44	8.62	13,704	10,912	12,486	3,433,575
FOOD SERVICE - SUPERVISOR	12.90	11.03	11.10	21,672	17,199	17,365	468,850
FOOD SERVICE - MANAGER	0.00	8.15	8.15	0	9,507	9,507	541,917
FOOD SERVICE - COOK	6.94	6.78	6.78	10,549	6,837	6,854	1,501,017
FOOD SERVICE - OTHER	7.32	6.05	6.16	5,314	2,962	3,173	247,502
MAINTENANCE SUPERVISOR	14.85	0.00	14.85	24,837	0	24,837	794,769
MAINTENANCE WORKER	8.94	6.79	8.76	12,856	2,368	11,982	575,157
INSTRUCTIONAL ASSISTANT - REGULAR ED	6.88	6.94	6.94	7,483	7,307	7,313	3,151,789
INSTRUCTIONAL ASSISTANT - SPECIAL ED	6.56	6.84	6.84	8,426	7,880	7,885	1,876,556
RELATED SERVICES ASSISTANT, SPECIAL ED	0.00	6.38	6.38	0	6,626	6,626	72,891
INTERPRETER - HEARING IMPAIRED	0.00	8.64	8.64	0	8,213	8,213	65,701
LIBRARY ASSISTANT	0.00	7.34	7.34	0	8,359	8,359	484,837
TRANSPORTATION SUPERVISOR	14.34	11.80	14.21	26,793	21,712	26,539	530,774
TRANSPORTATION DISPATCHER/SECRETARY	0.00	7.71	7.71	0	9,071	9,071	54,428
TRANSPORTATION - SCHOOL BUS MECHANIC	11.35	0.00	11.35	19,558	0	19,558	391,168
TRANSPORTATION - SCHOOL BUS DRIVER TRAINEE	0.00	0.00	0.00	0	0	0	0
VEHICLE OPERATOR	10.19	9.83	9.98	6,150	6,578	6,400	2,035,274
TRANSPORTATION - SCHOOL BUS ATTENDANT	0.00	6.41	6.41	0	3,687	3,687	40,562
ATTENDANCE OFFICER	8.72	7.15	7.84	10,190	5,727	7,711	69,396
SPECIAL PROJECT PERSONNEL	15.42	10.01	11.63	9,406	11,645	10,973	109,732
OTHER NON-CERTIFIED, SPECIFY	9.05	8.52	8.76	2,694	2,487	2,580	389,592
DATA PROCESSING SERVICES	27.96	0.00	27.96	21,250	0	21,250	21,250
AVERAGES	\$9.93	\$7.86	\$8.34	\$11,695	\$8,451	\$9,199	\$21,276,899 **

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

* Full-Time Equivalency (F.T.E.) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2,080, the number of working hours in a year.

** "Statewide" Total Salaries equals the sum of column (m).

**ACTUAL AND F.T.E. TOTAL OF NONCERTIFIED EMPLOYEES,
AVERAGE ANNUAL SALARY,
AND AVERAGE HOURLY PAY RATE
1994-1995
SCHOOL DISTRICTS WITH MEMBERSHIP OF 500 - 999 STUDENTS**

ACTIVITY	EMPLOYEES			F.T.E. *		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
	(a)	(b)	(c)	(d)	(e)	(f)
BUSINESS MANAGER	1	9	10	0.72	6.30	7.02
CLERK - BOARD OF TRUSTEES	4	14	18	1.87	8.22	10.09
OFFICE CLERICAL - DISTRICT	0	24	24	0.00	15.57	15.57
OFFICE CLERICAL - BUILDING	2	73	75	1.20	47.07	48.27
PERSONNEL SERVICES	0	3	3	0.00	2.00	2.00
PUBLIC INFORMATION	0	0	0	0.00	0.00	0.00
CUSTODIAN SUPERVISOR	2	1	3	2.00	1.00	3.00
JANITOR, CUSTODIAN	44	78	122	37.35	50.12	87.47
FOOD SERVICE - SUPERVISOR	0	17	17	0.00	10.64	10.64
FOOD SERVICE - MANAGER	0	15	15	0.00	7.86	7.86
FOOD SERVICE - COOK	0	100	100	0.00	47.62	47.62
FOOD SERVICE - OTHER	1	26	27	0.09	7.52	7.61
MAINTENANCE SUPERVISOR	17	0	17	14.07	0.00	14.07
MAINTENANCE WORKER	28	2	30	18.59	0.83	19.42
INSTRUCTIONAL ASSISTANT - REGULAR ED	4	207	211	1.47	104.59	106.06
INSTRUCTIONAL ASSISTANT - SPECIAL ED	1	97	98	0.27	50.25	50.52
RELATED SERVICES ASSISTANT, SPECIAL ED	0	5	5	0.00	2.18	2.18
INTERPRETER - HEARING IMPAIRED	1	1	2	0.69	0.61	1.30
LIBRARY ASSISTANT	1	28	29	0.73	13.76	14.49
TRANSPORTATION SUPERVISOR	16	1	17	13.16	0.26	13.42
TRANSPORTATION DISPATCHER/SECRETARY	1	1	2	0.17	0.52	0.69
TRANSPORTATION - SCHOOL BUS MECHANIC	6	0	6	4.16	0.00	4.16
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	0	2	2	0.00	0.74	0.74
VEHICLE OPERATOR	61	112	173	17.99	34.40	52.39
TRANSPORTATION - SCHOOL BUS ATTENDANT	0	8	8	0.00	2.59	2.59
ATTENDANCE OFFICER	0	0	0	0.00	0.00	0.00
SPECIAL PROJECT PERSONNEL	0	5	5	0.00	2.59	2.59
OTHER NON-CERTIFIED, SPECIFY	44	52	96	4.00	10.11	14.11
DATA PROCESSING SERVICES	0	1	1	0.00	0.77	0.77
TOTALS	234	882	1,116	118.53	428.12	546.65

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES (c) x (l)
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	
	(g)	(h)	(i)	(j)	(k)	(l)	(m)
BUSINESS MANAGER	\$13.25	\$12.16	\$12.27	\$19,875	\$16,959	\$17,250	\$172,504
CLERK - BOARD OF TRUSTEES	13.01	13.73	13.57	12,866	15,051	14,566	262,179
OFFICE CLERICAL - DISTRICT	0.00	9.93	9.93	0	13,755	13,755	330,112
OFFICE CLERICAL - BUILDING	7.84	8.32	8.31	10,888	11,258	11,248	843,608
PERSONNEL SERVICES	0.00	9.63	9.63	0	13,414	13,414	40,241
PUBLIC INFORMATION	0.00	0.00	0.00	0	0	0	0
CUSTODIAN SUPERVISOR	9.95	10.87	10.25	20,686	22,610	21,327	63,982
JANITOR, CUSTODIAN	7.95	7.60	7.73	14,061	10,106	11,532	1,406,943
FOOD SERVICE - SUPERVISOR	0.00	9.90	9.90	0	12,930	12,930	219,813
FOOD SERVICE - MANAGER	0.00	8.01	8.01	0	8,872	8,872	133,074
FOOD SERVICE - COOK	0.00	6.85	6.85	0	6,984	6,984	698,445
FOOD SERVICE - OTHER	5.09	6.57	6.52	916	3,936	3,824	103,258
MAINTENANCE SUPERVISOR	13.51	0.00	13.51	22,887	0	22,887	389,087
MAINTENANCE WORKER	10.31	6.15	10.03	12,745	5,373	12,254	367,607
INSTRUCTIONAL ASSISTANT - REGULAR ED	5.61	7.35	7.32	4,323	7,254	7,199	1,518,960
INSTRUCTIONAL ASSISTANT - SPECIAL ED	5.60	6.90	6.89	3,108	7,386	7,343	719,593
RELATED SERVICES ASSISTANT, SPECIAL ED	0.00	6.23	6.23	0	5,788	5,788	28,940
INTERPRETER - HEARING IMPAIRED	10.00	7.03	8.52	14,440	8,858	11,649	23,298
LIBRARY ASSISTANT	9.95	7.13	7.22	15,124	7,384	7,651	221,873
TRANSPORTATION SUPERVISOR	14.40	8.84	14.07	24,678	4,774	23,507	399,621
TRANSPORTATION DISPATCHER/SECRETARY	12.00	5.01	8.51	4,320	5,411	4,866	9,731
TRANSPORTATION - SCHOOL BUS MECHANIC	12.61	0.00	12.61	17,610	0	17,610	105,659
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	0.00	9.48	9.48	0	6,736	6,736	13,472
VEHICLE OPERATOR	10.94	10.83	10.87	6,387	6,511	6,467	1,118,866
TRANSPORTATION - SCHOOL BUS ATTENDANT	0.00	5.99	5.99	0	3,992	3,992	31,935
ATTENDANCE OFFICER	0.00	0.00	0.00	0	0	0	0
SPECIAL PROJECT PERSONNEL	0.00	8.33	8.33	0	9,106	9,106	45,529
OTHER NON-CERTIFIED, SPECIFY	11.92	8.67	10.16	1,636	2,798	2,265	217,479
DATA PROCESSING SERVICES	0.00	12.90	12.90	0	20,588	20,588	20,588
AVERAGES	\$10.82	\$8.12	\$8.69	\$10,754	\$7,925	\$8,518	\$9,506,397 **

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

* Full-Time Equivalency (F.T.E.) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2,080, the number of working hours in a year.

** "Statewide" Total Salaries equals the sum of column (m).

**ACTUAL AND F.T.E. TOTAL OF NONCERTIFIED EMPLOYEES,
AVERAGE ANNUAL SALARY,
AND AVERAGE HOURLY PAY RATE
1994-1995
SCHOOL DISTRICTS WITH MEMBERSHIP OF 1 - 499 STUDENTS**

ACTIVITY	EMPLOYEES			F.T.E. *		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
	(a)	(b)	(c)	(d)	(e)	(f)
BUSINESS MANAGER	0	9	9	0.00	6.66	6.66
CLERK - BOARD OF TRUSTEES	2	22	24	0.56	16.55	17.11
OFFICE CLERICAL - DISTRICT	0	24	24	0.00	14.97	14.97
OFFICE CLERICAL - BUILDING	0	35	35	0.00	23.19	23.19
PUBLIC INFORMATION	0	0	0	0.00	0.00	0.00
PERSONNEL SERVICES	0	3	3	0.00	1.14	1.14
CUSTODIAN SUPERVISOR	6	0	6	5.66	0.00	5.66
JANITOR, CUSTODIAN	35	43	78	28.42	24.76	53.18
FOOD SERVICE - SUPERVISOR	0	14	14	0.00	8.38	8.38
FOOD SERVICE - MANAGER	0	13	13	0.00	8.45	8.45
FOOD SERVICE - COOK	0	40	40	0.00	20.54	20.54
FOOD SERVICE - OTHER	1	24	25	0.42	6.43	6.85
MAINTENANCE SUPERVISOR	13	0	13	11.29	0.00	11.29
MAINTENANCE WORKER	6	5	11	3.61	1.32	4.93
INSTRUCTIONAL ASSISTANT - REGULAR ED	4	104	108	1.69	47.15	48.84
INSTRUCTIONAL ASSISTANT - SPECIAL ED	2	60	62	0.96	29.19	30.15
RELATED SERVICES ASSISTANT, SPECIAL ED	1	3	4	0.07	0.83	0.90
INTERPRETER - HEARING IMPAIRED	0	1	1	0.00	0.59	0.59
LIBRARY ASSISTANT	0	18	18	0.00	8.18	8.18
TRANSPORTATION SUPERVISOR	15	2	17	6.61	0.47	7.08
TRANSPORTATION DISPATCHER/SECRETARY	0	0	0	0.00	0.00	0.00
TRANSPORTATION - SCHOOL BUS MECHANIC	4	0	4	1.25	0.00	1.25
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	0	0	0	0.00	0.00	0.00
VEHICLE OPERATOR	48	57	105	12.42	15.94	28.36
TRANSPORTATION - SCHOOL BUS ATTENDANT	1	2	3	0.28	0.50	0.78
ATTENDANCE OFFICER	0	2	2	0.00	0.69	0.69
SPECIAL PROJECT PERSONNEL	0	3	3	0.00	0.75	0.75
OTHER NON-CERTIFIED, SPECIFY	28	40	68	2.27	7.65	9.92
DATA PROCESSING SERVICES	0	0	0	0.00	0.00	0.00
TOTALS	166	524	690	75.51	244.33	319.84

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES (c) x (l)
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	
	(g)	(h)	(i)	(j)	(k)	(l)	(m)
BUSINESS MANAGER	\$0.00	\$13.61	\$13.61	\$0	\$20,004	\$20,004	\$180,037
CLERK - BOARD OF TRUSTEES	13.48	11.47	11.64	5,271	16,712	15,759	378,213
OFFICE CLERICAL - DISTRICT	0.00	9.01	9.01	0	11,515	11,515	276,364
OFFICE CLERICAL - BUILDING	0.00	7.60	7.60	0	10,589	10,589	370,601
PUBLIC INFORMATION	0.00	0.00	0.00	0	0	0	0
PERSONNEL SERVICES	0.00	8.31	8.31	0	7,359	7,359	22,077
CUSTODIAN SUPERVISOR	10.39	0.00	10.39	20,439	0	20,439	122,635
JANITOR, CUSTODIAN	8.94	7.26	8.01	14,548	8,360	11,137	868,670
FOOD SERVICE - SUPERVISOR	0.00	8.60	8.60	0	10,417	10,417	145,833
FOOD SERVICE - MANAGER	0.00	8.29	8.29	0	11,145	11,145	144,886
FOOD SERVICE - COOK	0.00	6.92	6.92	0	7,469	7,469	298,757
FOOD SERVICE - OTHER	5.57	6.03	6.01	4,874	3,395	3,454	86,345
MAINTENANCE SUPERVISOR	11.52	0.00	11.52	19,606	0	19,606	254,873
MAINTENANCE WORKER	10.50	6.57	8.71	13,871	3,721	9,257	101,828
INSTRUCTIONAL ASSISTANT - REGULAR ED	8.54	6.90	6.96	7,425	6,437	6,474	699,144
INSTRUCTIONAL ASSISTANT - SPECIAL ED	6.14	6.78	6.76	6,275	6,775	6,759	419,064
RELATED SERVICES ASSISTANT, SPECIAL ED	18.40	9.36	11.62	2,573	3,919	3,583	14,330
INTERPRETER - HEARING IMPAIRED	0.00	9.05	9.05	0	11,177	11,177	11,177
LIBRARY ASSISTANT	0.00	6.58	6.58	0	6,113	6,113	110,039
TRANSPORTATION SUPERVISOR	11.24	10.81	11.19	10,789	5,660	10,185	173,153
TRANSPORTATION DISPATCHER/SECRETARY	0.00	0.00	0.00	0	0	0	0
TRANSPORTATION - SCHOOL BUS MECHANIC	13.16	0.00	13.16	6,569	0	6,569	26,277
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	0.00	0.00	0.00	0	0	0	0
VEHICLE OPERATOR	10.02	9.48	9.72	5,316	5,429	5,377	564,609
TRANSPORTATION - SCHOOL BUS ATTENDANT	9.93	7.57	8.36	5,720	3,937	4,531	13,593
ATTENDANCE OFFICER	0.00	7.32	7.32	0	5,528	5,528	11,055
SPECIAL PROJECT PERSONNEL	0.00	10.50	10.50	0	6,540	6,540	19,621
OTHER NON-CERTIFIED, SPECIFY	7.44	8.10	7.82	1,086	2,918	2,164	147,147
DATA PROCESSING SERVICES	0.00	0.00	0.00	0	0	0	0
AVERAGES	\$9.67	\$7.83	\$8.27	\$9,094	\$7,540	\$7,914	\$5,460,328 **

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

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** "Statewide" Total Salaries equals the sum of column (m).

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Inquiries regarding compliance with this nondiscriminatory policy may be directed to Anne C. Fox, State Superintendent of Public Instruction, P.O. Box 83720, Boise, Idaho 83720-0027, (208) 334-3300, or to the Director of Office of Civil Rights, Department of Education, Washington, D.C.